



# The **Disability** Transparency Tiles 2024

*The 45 Most Transparent  
Organizations For Disability Reporting*

*In partnership with*



## Introduction

Regardless of their products or services, all employers should be striving for a workforce that is representative of the communities and customers they serve in order to gain a better understanding of how to meet the needs of their customer base.

In May 2023 Boston Consulting Group (BCG) surveyed nearly 28,000 employees in 16 countries of which 25% of respondents said they have a disability or health condition that limits a major life activity. This is also in line with the CDC's findings that 27% of adults in the US have some type of disability.

According to a Glassdoor survey, 76% of jobseekers evaluate a potential employer's diversity when researching a possible career; to reach the 25% of global talent with disabilities, consider the importance of communicating your Disability Inclusion efforts to your stakeholders.

Paul Polman, Former CEO of Unilever explains that "Ensuring business led inclusivity of disabled consumers and employees alike is no longer an invitation...Without standardized, publicly disclosed data, it is nearly impossible to create meaningful change, as there is no benchmark to measure against. Business leaders have the power to rectify this glaring inequality themselves and they must take on the responsibility with urgency."

At Windō, in partnership with Disability:IN, we believe reporting on disability representation and initiatives sets a benchmark for excellence in corporate social responsibility. This transparency allows stakeholders to see the company's commitment to diversity, equity, inclusion, and belonging.

Our mission is to elevate organizations that act on their values. We encourage all organizations to prioritize impactful transparency and are encouraged by legislative modernization in the EU that will create stronger disability transparency for companies around the world. By connecting talent with like minded companies, we emphasize the importance of honest reporting. It's about more than attracting talent it's about fostering an environment where everyone can thrive.



## Highlights from The Disability Transparency Tiles 2024

BT Group

Telecommunications

No.1

BT Group are the most transparent organisation for Disability reporting.

Capgemini

Technology

7

Capgemini have signed onto the greatest number of public statements in support of disability inclusion.

BT Group

Telecommunications

0%

At zero discrepancy, BT Group have the lowest Disability Pay Gap.



Penguin  
Random  
House

Publishing

18.9%

At 18.9%, Penguin Random House have the highest representation of people that identify as having a disability across their entire workforce.

LOCKHEED  
MARTIN

Aerospace & Defense

12.8%

At 12.8%, Lockheed Martin have the highest representation of people that identify as having a disability at a Senior Level.

BT Group

Telecommunications

8%

At 8%, BT Group have the highest representation of people that identify as having a disability at Board Level.

## Sector Leaders for Transparency in Disability Reporting

There are 15 sectors represented in this report and here we celebrate the organisations that are leading the way in their sector for Disability Reporting.

The Technology sector is leading the way with Disability Transparency with 8 tech companies appearing in this report. Close behind on 7 each are the Legal and Finance sectors.

**BT Group**

Telecommunications

**KPMG**

Consulting

**CLIFFORD  
CHANCE**

Law

**itv**

Media

**Booz  
Allen**

Technology

**MassMutual**

Insurance

**MCKESSON**

Healthcare

**Landsec**

Real Estate

**J.P.Morgan**

Finance

**LOCKHEED MARTIN**

Aerospace & Defense

**Penguin  
Random  
House**

Publishing

**M  
MOTT  
MACDONALD**

Engineering

**sanofi**

Pharma

**DOW**

Manufacturing

**SSE**

Energy

### BT Group 1

Telecommunications

8%	9.4%	7.2%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: 0%

1 Public Statement, 1 Disability Index

### KPMG 2

Consulting

-	8%	7%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: 8.1%

2 Public Statements, 2 Disability Indices

### CLIFFORD CHANCE 3

Law

-	5.2%	10.8%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: 44.5%

1 Public Statement, 1 Disability Index

### pwc 4

Consulting

-	2%	4%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: 12.6%

2 Public Statements, 1 Disability Index

### BBC 5

Media

-	7.9%	9.4%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: 9.3%

0 Public Statements, 1 Disability Index

### itv 6

Media

-	7.6%	12.3%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: 8.5%

1 Public Statement, 1 Disability Index

### Booz Allen 7

Technology

-	5.5%	9.8%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: -

1 Public Statement, 1 Disability Index

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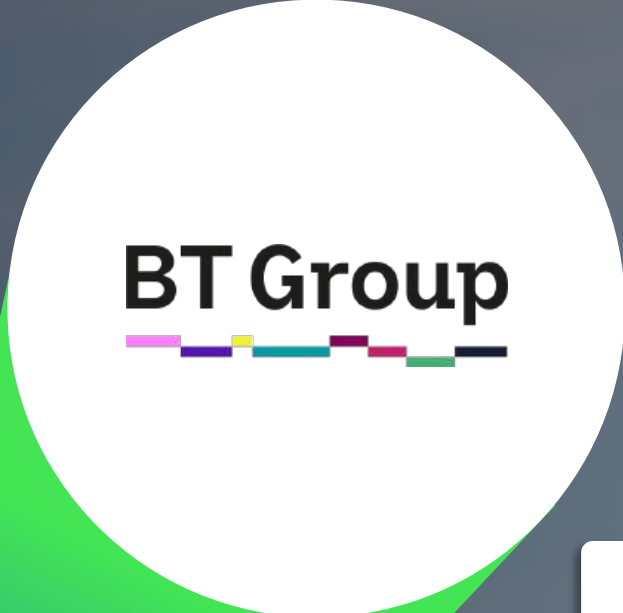
Consulting

-	5.1%	6.8%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: -

2 Public Statements, 2 Disability Indices

# Company Spotlight



# BT Group



DISABILITY TARGET

# 17%

**DISABLED COLLEAGUES IN THE UK BY 2030**

Excluding Openreach. Including Openreach the target is 12%

**BT Group** 1

Telecommunications

**8%**

On the Board

**9.4%**

Senior Leaders

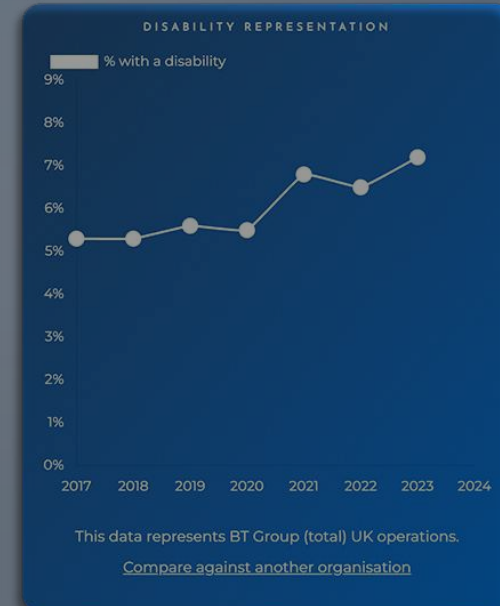
**7.2%**

Overall Workforce

Disability Pay Gap

-  + **0%**

1 Public Statement 1 Disability Index



AWARDS & RECOGNITION

**DISABILITY CONFIDENT EMPLOYER**  
United Kingdom

PUBLIC SUPPORTER / SIGNATORY

**INNOVATING FOR DISABILITY INCLUSION**  
Valuable 500



**MassMutual** 9

**Insurance**

On the Board	Senior Leaders: 4.8%	Overall Workforce: 5.9%
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Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**Deloitte** 10

**Consulting**

On the Board	Senior Leaders: 4.7%	Overall Workforce: 6.8%
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Disability Pay Gap: -

2 Public Statements, 2 Disability Indices

**MCKESSON** 11

**Healthcare**

On the Board	Senior Leaders: 3.9%	Overall Workforce: 4.7%
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Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**J.P.Morgan** 12

**Finance**

On the Board	Senior Leaders: 3%	Overall Workforce: 4%
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Disability Pay Gap: -

0 Public Statements, 1 Disability Index

**Linklaters** 13

**Law**

On the Board	Senior Leaders: 2%	Overall Workforce: 4%
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Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**EY** 14

**Consulting**

On the Board	Senior Leaders	Overall Workforce: 3.9%
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Disability Pay Gap: 6.2%

2 Public Statements, 2 Disability Indices

**LOCKHEED MARTIN** 15

**Aerospace & Defense**

On the Board	Senior Leaders: 12.8%	Overall Workforce: 12.3%
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Disability Pay Gap: -

0 Public Statements, 2 Disability Indices

**LLOYDS BANKING GROUP** 16

**Finance**

On the Board	Senior Leaders: 12.4%	Overall Workforce: 12.2%
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Disability Pay Gap: -

1 Public Statement, 0 Disability Indices

# Company Spotlight

**KPMG** 2

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**Consulting**

On the Board

8%

Senior Leaders

7%

Overall Workforce

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Disability Pay Gap

**8.1%**

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**2** Public Statements **2** Disability Indices

DISABILITY TARGET

15%

**PARTNERS WITH A DISABILITY BY 2030 IN THE UK**

As of 2022 at 7%

PUBLIC SUPPORTER / SIGNATORY

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CEO LETTER ON DISABILITY INCLUSION (DISABILITY:IN)  
United States

DISABILITY PAY GAP (MEDIAN)

Legend: Median

Year	Median Pay Gap (%)
2017	10
2018	8.5
2019	9.5
2020	8.5
2021	9.5
2022	8.5
2023	8.5
2024	8.5

Median disability pay gap, including equity partners

[Compare against another organisation](#)

DISABILITY TARGET

15%

**EMPLOYEES WITH A DISABILITY BY 2030 IN THE UK**

As of 2022 at 8%

AWARDS & RECOGNITION

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BEST PLACES TO WORK  
Disability:IN, 2024

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MOST PROGRESSIVE GRADUATE EMPLOYERS FOR DISABILITY  
Windō, 2023



**Disability:IN**  
PARTNER



**Penguin Random House** 17

**Publishing**

On the Board	Senior Leaders	Overall Workforce
-	9%	18.9%

Disability Pay Gap: 20.4%

0 Public Statements, 0 Disability Indices

**A&O SHEARMAN** 18

**Law**

On the Board	Senior Leaders	Overall Workforce
-	5%	7%

Disability Pay Gap: 0.5%

0 Public Statements, 0 Disability Indices

**Baker McKenzie** 19

**Law**

On the Board	Senior Leaders	Overall Workforce
-	4.4%	2.3%

Disability Pay Gap: -

1 Public Statement, 0 Disability Indices

**HERBERT SMITH FREEHILLS** 20

**Law**

On the Board	Senior Leaders	Overall Workforce
-	4%	5%

Disability Pay Gap: -

2 Public Statements, 0 Disability Indices

**BCLP** 21

**Law**

On the Board	Senior Leaders	Overall Workforce
-	4%	5%

Disability Pay Gap: 1.3%

0 Public Statements, 0 Disability Indices

**MOTT MACDONALD** 22

**Engineering**

On the Board	Senior Leaders	Overall Workforce
-	3.9%	4.4%

Disability Pay Gap: 7.7%

0 Public Statements, 0 Disability Indices

**SLAUGHTER AND MAY/** 23

**Law**

On the Board	Senior Leaders	Overall Workforce
-	2.3%	5%

Disability Pay Gap: -26.3%

0 Public Statements, 0 Disability Indices

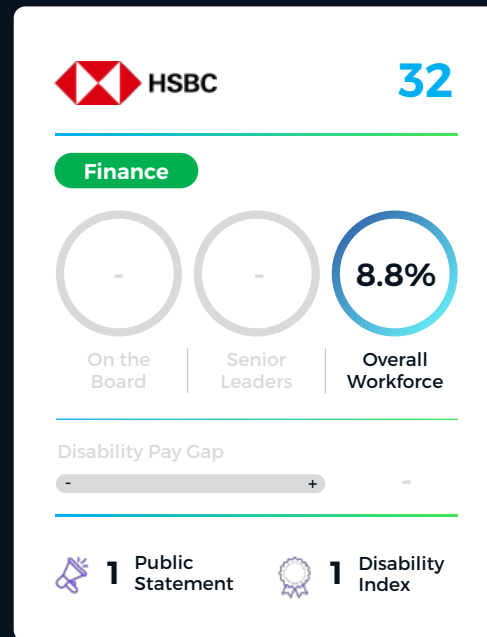
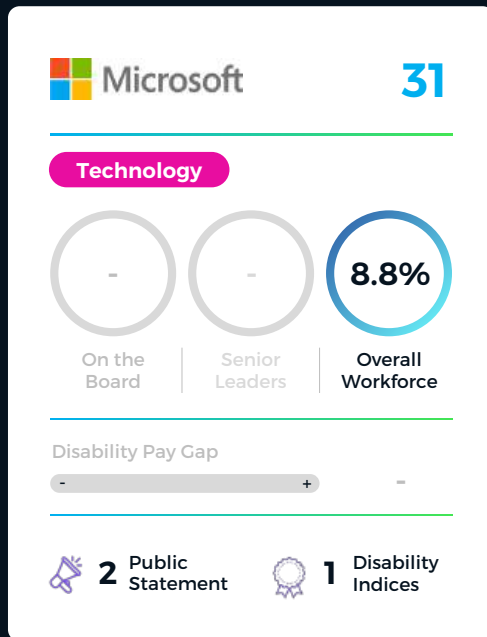
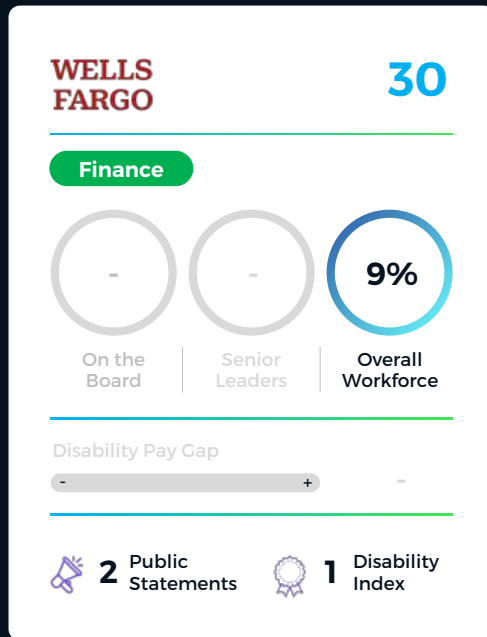
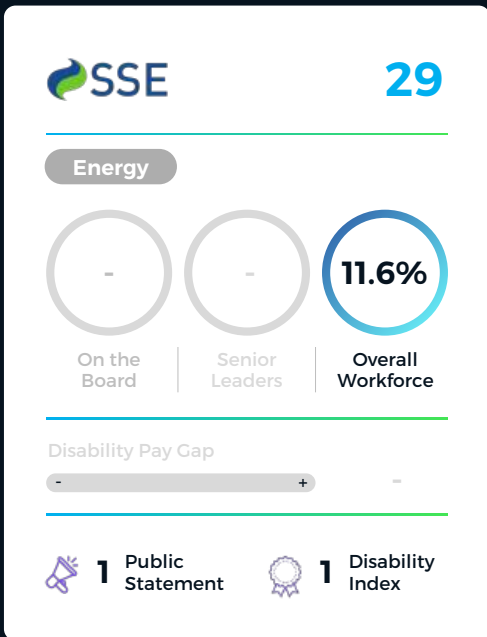
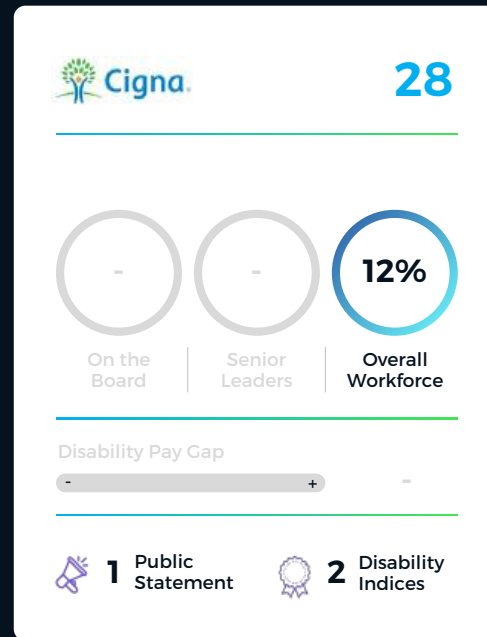
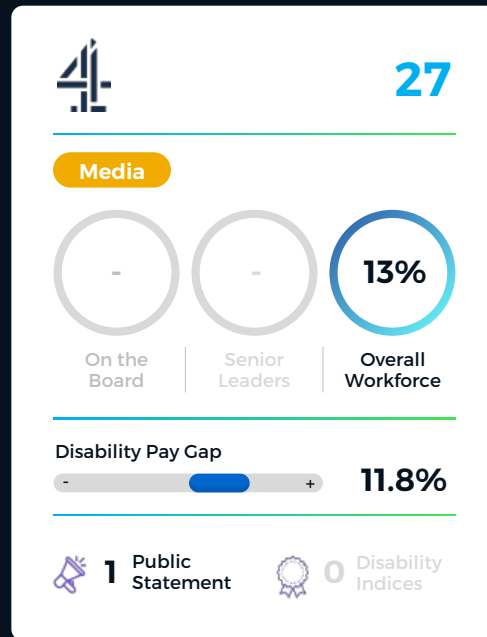
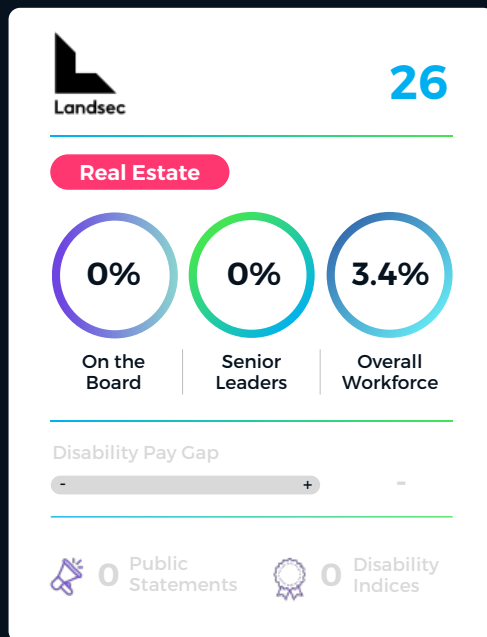
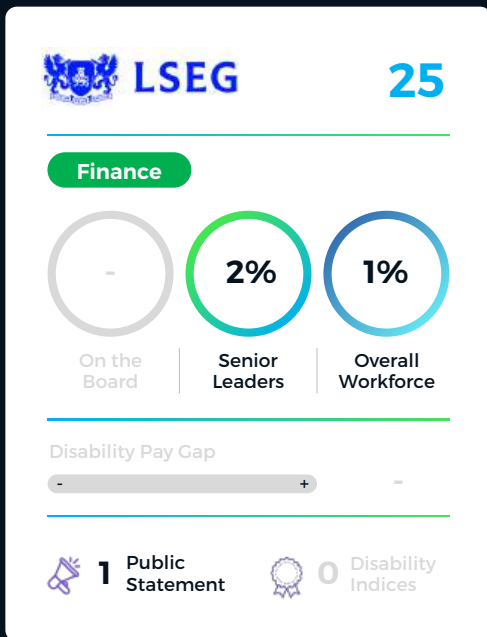
**BCG** 24

**Consulting**

On the Board	Senior Leaders	Overall Workforce
-	2%	4%

Disability Pay Gap: -

1 Public Statement, 0 Disability Indices



# Company Spotlight



salesforce 35

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**Technology**

-

On the Board

-

Senior Leaders

3.1%

Overall Workforce

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Disability Pay Gap

- + -

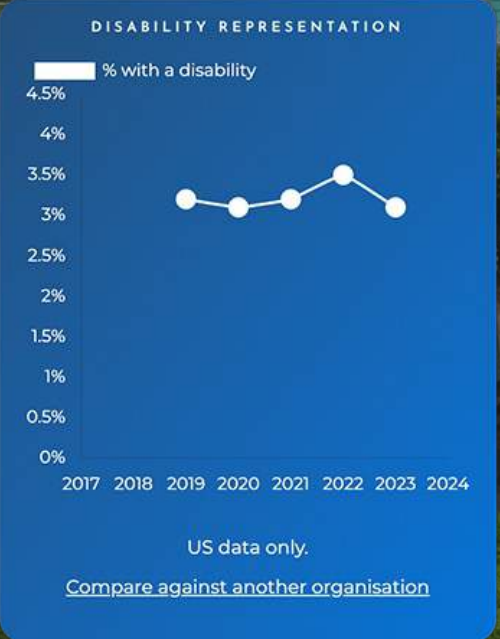
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**2** Public Statements **1** Disability Index

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“We are our greatest asset in creating a more accessible workplace and world, empowering people with disabilities to gain meaningful employment and to feel the sense of belonging we all strive for.”

**Catherine Nichols, VP, Office of Accessibility, Salesforce**



DISABILITY ACHIEVEMENT

## Joined

UK DISABILITY CONFIDENT SCHEME

To enhance how the company recruits and retains disabled people and those with health conditions.

AWARDS & RECOGNITION

**BEST PLACES TO WORK**  
Disability:IN, 2024

**THE VALUABLE 500**  
ICONIC COMPANIES

**BOEING** 33

Aerospace & Defense

On the Board	Senior Leaders	Overall Workforce
-	2%	8.1%

Disability Pay Gap: -

1 Public Statement, 2 Disability Indices

**sanofi** 34

Pharma

On the Board	Senior Leaders	Overall Workforce
0%	0%	7.9%

Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**Google** 35

Technology

On the Board	Senior Leaders	Overall Workforce
-	-	6.5%

Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**DOW** 36

Manufacturing

On the Board	Senior Leaders	Overall Workforce
-	-	6.1%

Disability Pay Gap: -

2 Public Statements, 2 Disability Indices

**SAP** 37

Finance

On the Board	Senior Leaders	Overall Workforce
-	-	6%

Disability Pay Gap: -

2 Public Statement, 1 Disability Index

**General Electric** 38

Manufacturing

On the Board	Senior Leaders	Overall Workforce
-	-	5.8%

Disability Pay Gap: -

1 Public Statement, 2 Disability Indices

**intel.** 39

Technology

On the Board	Senior Leaders	Overall Workforce
-	-	5.3%

Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**BANK OF AMERICA** 40

Finance

On the Board	Senior Leaders	Overall Workforce
0%	0%	5%

Disability Pay Gap: -

2 Public Statements, 1 Disability Index

**MERCK** 41

Pharma

-	-	4.8%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**IBM** 42

Aerospace & Defense

-	2%	4.7%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: -

1 Public Statement, 1 Disability Index

**TIAA** 43

Finance

-	-	4.5%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: -

1 Public Statement, 2 Disability Indices

**salesforce** 44

Technology

-	-	3.1%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: -

2 Public Statements, 1 Disability Index

**Capgemini** 45

Technology

-	-	1.2%
On the Board	Senior Leaders	Overall Workforce

Disability Pay Gap: -

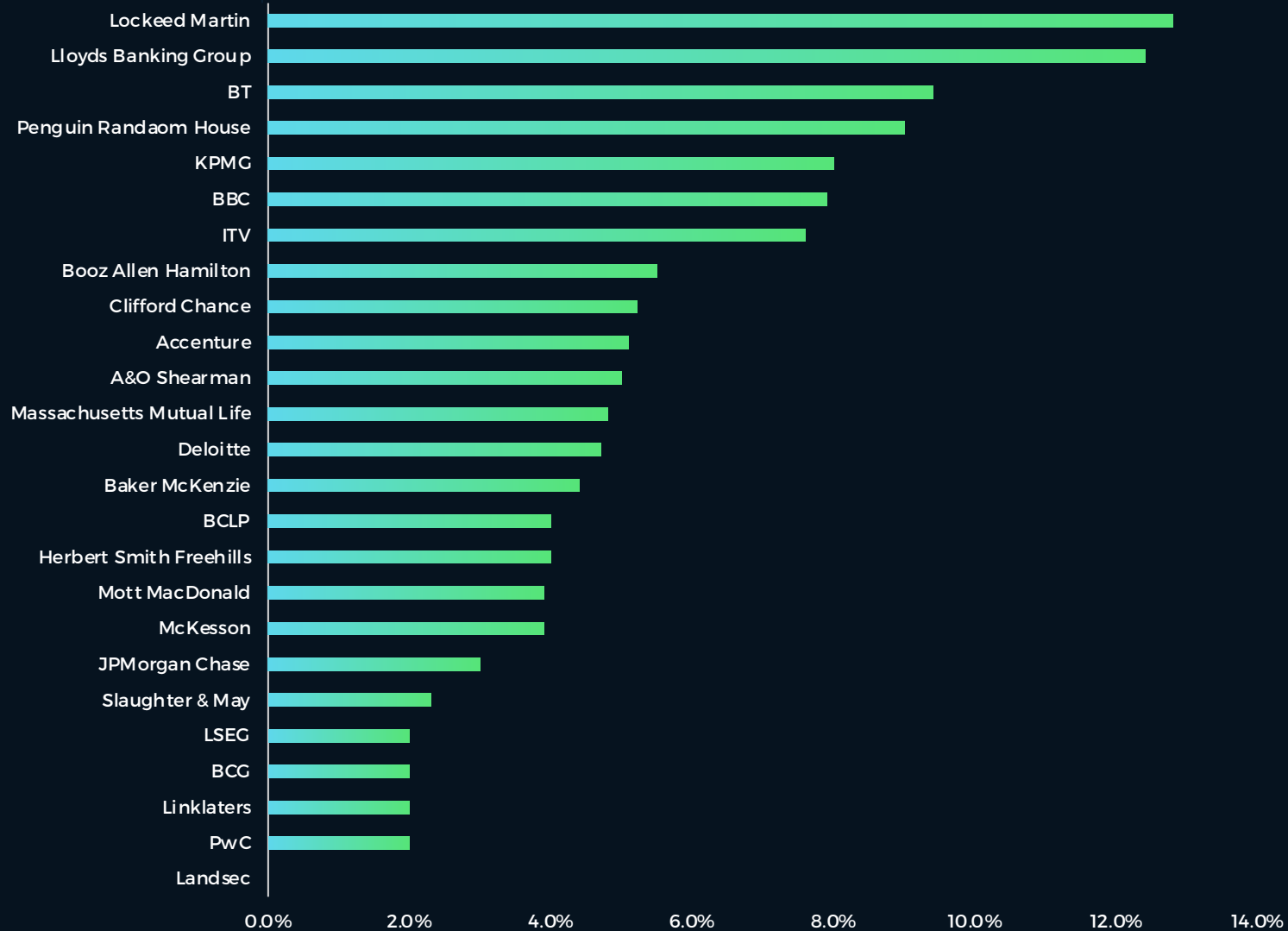
7 Public Statements, 1 Disability Index

### DID YOU KNOW?

There are three new EU government directives that affect people with disabilities and their involvement in the economy by enacting new accountability mechanisms for corporate inclusion. These regulatory measures impact companies doing business in the European Union (EU).

[Access the Disability Inclusion in the EU Report \(PDF\)](#)





## Senior Leadership: Disability Representation

There are 25 companies on Windō that report their Disability Senior Leadership Representation, with Lockheed Martin leading at 12.8%.

Commendably, Landsec report that they have 0% representation. Transparency is the first step towards closing measurable gaps.



## On The Verge: Disability and Sustainability Reporting

On the Verge is the first in a series of three analyses on the state of global reporting on disability in leading businesses' sustainability reports. The first report finds that 65% of the U.S. Fortune 500 are currently reporting on disability, though the nature of reporting is uneven, nominal, and varied. Ten (10%) of the Fortune 500 are disclosing self-identified workforce participation statistics as part of their voluntary human capital disclosures. The fact that 65% of the Fortune 500 have deemed disability a material consideration for stakeholders means that disability is on the verge of widespread adoption as market pressures and regulatory modernization drive disability into public workforce disclosures.



reporting practices by tier

	Fortune 100 (1-100)	Fortune 200 (101-200)	Fortune 300 (201-300)	Fortune 400 (301-400)	Fortune 500 (401-500)	Fortune 500 Overall
Percent that include disability in impact reporting	81%	67%	63%	61%	53%	68.6%
Percent that report self-identification data	21%	5%	7%	6%	0%	10%
Includes self-identification rate	6.2%	4%	5.7%	5.7%	6.4%	4%
Percent that include disability in supplier diversity	46%	23%	18%	16%	13%	35.8%
Percent that disclose partnership with disability-focused nonprofits	54%	14%	17%	24%	25%	34%
Percent that include disability-related ESG in report	92%	53%	53%	11%	25%	52.4%

[Download the Sustainability Report](#)

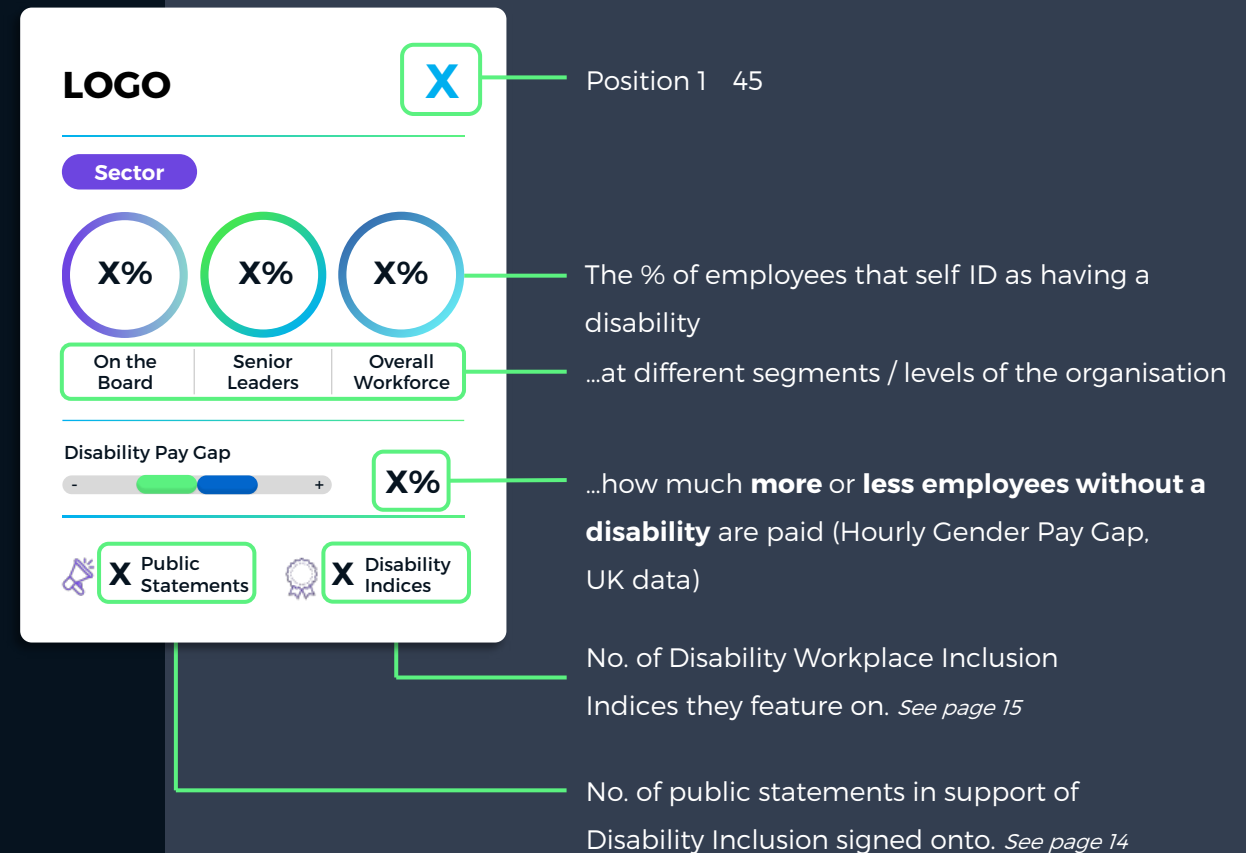
## Our Methodology

Windō holds and maintains sustainability and DEI data for every organisation in the FTSE100, Fortune100, CAC40 and DAX40, amongst others. As of October 2024, this includes 600+ of the largest US and European companies. The data we capture is sourced from publicly available information (company websites, ESG, Sustainability, DEI and Annual Reports, reputable indices and public statements) and for Disability includes:

- Overall Workforce Representation
- Senior Leadership Representation
- Board Representation
- Pay Gap Data
- Public Statements
- Awards & Recognition

For our Transparency Tiles we rank organisations by the **6 criteria in Green**.

To be placed at the top of the Transparency Tiles organisations must be reporting on all 6 criteria. To earn a place in companies must report on 3 or more of the criteria. For organisations that report on the same number of criteria we then order them by highest % of senior leaders and then by highest % of overall workforce that identify as having a disability.



windō

Thank You.

*In partnership with*

