

# GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS AWARDS & CONFERENCE 2025



## Are you Ready to?

- Uphold Sustainable Development Goals 4, 5, 8, 9, 10 and 16 by having people, planet, prosperity, peace and partnership at the forefront of business agenda.
- Change your organisation to a purpose driven enterprise, by contributing towards greater good of society, promoting fairness, equity and inclusion for all stakeholders.
- Create a world where your employees, workers in the value chain and consumers of your products/services can sustain a high quality of life and enjoy prosperity
- Depart from using diversity defensively as a matter of legal/ethical compliance to position it as a strategic asset to compete in the market.
- Develop a business case for DEI by establishing its measurable linkage with organization's sustainability through social and financial impact indicators.

# 2024

# Global DEI Benchmarks Awards



## STRATEGIC DEI ALLY

Pakistan Institute of Corporate Governance is a strategic DEI Ally of HR Metrics for the multifaceted journey of GDEIB.

PICCG is a DEI advocate that focuses on driving economic and social responsibility via a DEI training program. The institute is focused on challenges in achieving gender diversity and explores a range of tools and resources that can be utilized to foster DEI. We are hoping that this active engagement with organizations, advocacy groups, and industry will contribute to broader social change.



## ACCESSIBILITY PARTNER

ConnectHear partnered with HR Metrics for the GDEIB Awards 2024. It is South Asia's first and largest accessibility service provider working with 100+ corporations and government departments. Founded in 2017, they impact millions of lives by enabling public and private institutions to communicate and facilitate employees, customers, and individuals with disability through consultation, virtual interpretation, and AI based technologies. HR Metrics being their "Accessibility partner" believes this partnership will help in engaging with the deaf community to endorse and support the awards initiative, amplifying its reach and impact.

## What is the timeline for GDEIB Awards 2025?



\*Speakers from the top 10 organizations will get speaking slots on the day of the Awards & Conference.

# 2024 Global DEI Benchmarks Awards

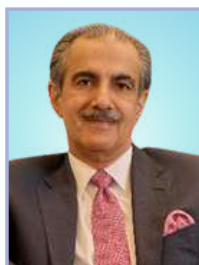
## SPEAKERS



**DR. ISHRAT HUSAIN**  
Former Governor  
State Bank of Pakistan



**CONRAD TRIBBLE**  
US Consul General  
Karachi



**ATIF BAJWA**  
President  
Bank Alfalah Limited



**DR. RUEDIGER LOTZ**  
German Consul General  
Karachi



**ZAFFAR A. KHAN**  
Former CEO  
Engro Corporation



**MUSHARAF HAI**  
Former CEO Unilever &  
L'Oréal Pakistan  
Chairperson Steering Committee  
Women for Board Allies



**MAHEEN RAHMAN**  
CEO  
InfraZamin Pakistan



**MEMOSH KHAWAJA**  
CEO Pakistan Institute of  
Corporate Governance



**JAMAL NASIR**  
Chief Human Resources Officer  
HBL



**HAJRA OMER**  
Head of Human Resources  
Nestlé Pakistan Limited

Former Governor State Bank of Pakistan, Dr. Ishrat Husain presenting GDEIB Award 2024 to the most inclusive companies, based on the performance of 2023

AWARDS & CONFERENCE



Bank Alfalah Limited



HBL



Nestlé Pakistan Limited



Engro Fertilizers Limited



HBL Microfinance Bank



Jazz



*Dr. Ishrat Husain, Former Governor State Bank of Pakistan*

## Why Diversity, Equity & Inclusion is important?

On 25 September 2015, all of 193 member countries of the United Nations adopted the “2030 Agenda” a plan of Action for People, Planet, Prosperity, Peace, and Partnership” for Sustainable Development Goals (SDGs). 6 out of 17 SDGs focus on D&I through effective, accountable and inclusive institutions.

According to McKinsey & Company 2020 research, companies with greater gender diversity were 25% more likely to experience above-average profitability compared to their counterparts. Similarly, companies with greater ethnic and cultural diversity were 36% more likely to experience above-average profitability compared to their counterparts.

Organizations today are dedicated to serving all stakeholders, including customers, employees, suppliers, regulators, shareholders and society at large. Future-focused organizations want to ensure long-term sustainability of our world and the people in our world. Stakeholders are becoming more globally diverse and networked, as organizations are increasingly mobile in their teams, supply chains, shared services, operational processes and outsourcing.

To optimize organizational results, creativity, problem solving, talent management and engagement, operations and innovation, organizational leaders need to adopt inclusive approaches, management strategies and styles that incorporate different perspectives, cognitive, cultural and linguistic differences, and collaboration.

# WHAT ARE THE 15 ACTIONS NEEDED FOR WORLD CLASS DIVERSITY, EQUITY & INCLUSION?

These 15 Actions in four groups are from "Global Diversity, Equity & Inclusion Benchmarks: Standards for Organizations Around the World" by Nene Molefi, Julie O'Mara, Alan Richter and 112 Expert Panelists. [www.globaldeibenchmarks.org](http://www.globaldeibenchmarks.org) will navigate to Global Diversity, Equity & Inclusion Benchmarks (GDEIB), and use GDEIB standards for gap analysis, benchmarking and strategy formulation.



## Drive the Strategy

1. Develop a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.
2. Hold leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.
3. Provide visible, dedicated support and structure with authority and budget to effectively implement DEI.



## Align & Connect

8. Ensure that assessments, measurement, and research include a DEI lens.
9. Make communication clear, simple to understand, and a crucial force in achieving the organization's DEI goals.
10. Educate all to achieve a level of DEI competence and confidence needed to create a diverse, equitable, and inclusive organization.
11. Connect the organization's DEI and sustainability initiatives to increase the effectiveness of both.



## Attract & Retain People

4. Ensure that attraction, sourcing, and recruitment is done through the lens of DEI.
5. Ensure that DEI is integrated into talent development, performance management, advancement, and retention strategies.
6. Ensure that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.
7. Achieve work-life integration, flexibility, and equitable benefits. Flexible work options are widely available and accessible.



## Listen to & Serve Society

12. Be proactive in working with community, public and private partnerships, government, and society at large, and through philanthropy.
13. Embed DEI in services and products development to serve diverse customers and clients.
14. Integrate DEI into marketing and customer service.
15. Practice responsible and ethical sourcing. Develop and nurture underrepresented suppliers.

# What is GDEIB?

Global Diversity, Equity & Inclusion Benchmarks (GDEIB) are the standards for organizations round the world. The GDEIB helps organizations determine strategy and measure progress in managing diversity and fostering inclusion.

GDEIB authors are the copyright holders and owner of the GDEIB - Nene Molefi, Julie O'Mara, and Alan Richter. All users of the Global Diversity, Equity and Inclusion Benchmarks (GDEIB) Standards are recommended to visit: [www.globaldeibenchmarks.org](http://www.globaldeibenchmarks.org).



## How GDEIB Supports Sustainable Development Goals 2030?

The 2030 Agenda for Sustainable Development contains 17 Sustainable Development Goals (SDGs) with 169 targets. It expands the integration of environmental, social, and economic policies and raises the bar on the role that all types and sizes of organizations in various sectors should play in supporting the global sustainable development agenda. It mentions and supports workplace D&I and describes People, Planet, Prosperity, Peace, and Partnership as its focus.

While many would make the case that all 17 goals support D&I, below are six goals that are especially consistent with the GDIB Categories and Benchmarks:

- 4 SDG 4: Quality Education**  
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- 5 SDG 5: Gender Equality**  
Achieve gender equality and empower all women.
- 8 SDG 8: Decent Work and Economic Growth**  
Promotes sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
- 9 SDG 9: Industry, Motivation and Infrastructure**  
Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.
- 10 SDG 10: Reduce Inequalities**  
Reduce inequality within and among countries.
- 16 SDG 16: Peace, Justice and Strong institutions**  
Promote peaceful and inclusive societies for sustainable development, inclusive institutions at all levels.



## What is the purpose of GDEIB?

Global DEI Benchmarks Award is a mechanism to recognize and encourage organizations using Global standards to align D&I with organizational policies for sustainable financial and social performance.

## What are the ultimate goals of GDEIB?

GDEIB Standards help creating more equitable and better functioning organizations, confronting racism, sexism, and all forms of oppression, cultivate trust, acceptance, physical and psychological safety, lead inclusively, respond with agility, and thrive though disruption, promote wellness and self-care as ingredients for lasting change and contribute to creating a sustainable world. GDEIB awards is a mechanism to recognize and encourage progressive organizations who use GDEIB standards to align D&I with organizational policies for sustainable financial and social performance.





*METRO Pakistan (Pvt) Limited*

An increasing number of organizations around the world have made commitments to sustainability and are engaged in sustainability initiatives. Aligning D&I initiatives with sustainability efforts will strengthen both the sustainability initiative and the D&I initiative, resulting in more focused use of resources and the ability to achieve goals.

# What are the benefits of GDEIB?

## 1. Contribute to the greater good of society

- a. Create a world which is fair, just and respectful of individuals and their similarities and differences;
- b. Create a world where everyone can sustain a high quality of life and enjoy peace and prosperity.

## 2. Improving Organizational Performance

A well-designed and well-executed D&I strategy can help an organization:

- a. Achieve its organizational vision, mission, strategy and annual goals/objectives;
- b. Attract and retain diverse talent;
- c. Build strong and high-performing teams;
- d. Cultivate leaders who inspire inclusion and champion diversity;
- e. Leverage an extensive range of backgrounds and skills to enhance creativity, innovation and problem solving;
- f. Increase engagement, motivation, and productivity;
- g. Improve the quality of work/life integration;
- h. Enhance the organization's reputation/brand as an employer of choice;
- i. Minimize risk/exposure and ensure compliance with legal requirements;
- j. Sustain an environment that treats people fairly.

# What is the usage of GDEIB in organizations?

## Usage in Organizations

- a. To assess the current state of D&I;
- b. Realize the depth, breadth, and integrated scope of D&I practices;
- c. To set and stretch standards and agree on your desired state;
- d. Determine strategy;
- e. To determine short-term and long-term goals;
- f. To engage employees;
- g. To measure progress;
- h. To assist in hiring D&I staff & consultants;
- i. Measure progress in managing diversity and fostering inclusion.



# How many dimensions of Diversity are there?

GDEIB has 28 dimensions of diversity. Organizations have the flexibility to choose any dimension(s) according to their business or social needs.



**Age**



**Gender**



**Mental Health**



**Religion**



**Appearance**



**Gender Identity and Expression**



**Nationality**



**Sex**



**Belief system**



**Generation**



**Native or Indigenous Identify/Origins**



**Sexual Orientation**



**Culture**



**Geography**



**Parental Status**



**Socio-economic status/Cast**



**Disability**



**Job role and Function**



**Personality Type**



**Thinking Style**



**Education**



**Language and Accent**



**Pregnancy**



**Work Experience**



**Ethnicity**



**Marital Status**



**Race**



**Work Style**

# How many categories of awards are there?



Global DEI Benchmarks Awards exist in 15 categories:

01

## VISION, STRATEGY, AND BUSINESS IMPACT AWARD

Developing a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.

02

## LEADERSHIP AND ACCOUNTABILITY AWARD

Holding leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.

03

## DEI STRUCTURE AND IMPLEMENTATION AWARD

Providing visible, dedicated support and structure with authority and budget to effectively implement DEI.

04

## RECRUITMENT AWARD

Ensuring that attraction, sourcing, and recruitment is done through the lens of DEI.

05

## ADVANCEMENT AND RETENTION AWARD

Ensuring that DEI is integrated into talent development, performance management, advancement, and retention strategies.

06

## JOB DESIGN, CLASSIFICATION, AND COMPENSATION AWARD

Ensuring that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.

07

## WORK-LIFE INTEGRATION, FLEXIBILITY, & BENEFITS AWARD

Achieving work-life integration, flexibility, and equitable benefits. Flexible work options are widely available and accessible.

08

## ASSESSMENT, MEASUREMENT, AND RESEARCH AWARD

Ensuring that assessments, measurement, and research include a DEI lens.

09

## DEI COMMUNICATIONS AWARD

Making communication clear, simple to understand, and a crucial force in achieving the organization's DEI goals.

10

## DEI LEARNING AND DEVELOPMENT AWARD

Educating all to achieve a level of DEI competence and confidence needed to create a diverse, equitable, and inclusive organization.

11

## CONNECTING DEI AND SUSTAINABILITY AWARD

Connecting the organization's DEI and Sustainability initiatives to increase the effectiveness of both.

12

## COMMUNITY, GOVERNMENT RELATIONS & PHILANTHROPY AWARD

Being proactive in working with community, public and private partnerships, government, and society at large, & through philanthropy

13

## SERVICES AND PRODUCTS DEVELOPMENT AWARD

Embedding DEI in services and products development to serve diverse customers and clients.

14

## MARKETING AND CUSTOMER SERVICE AWARD

Integrating DEI into marketing and customer service.

15

## RESPONSIBLE SOURCING AWARD

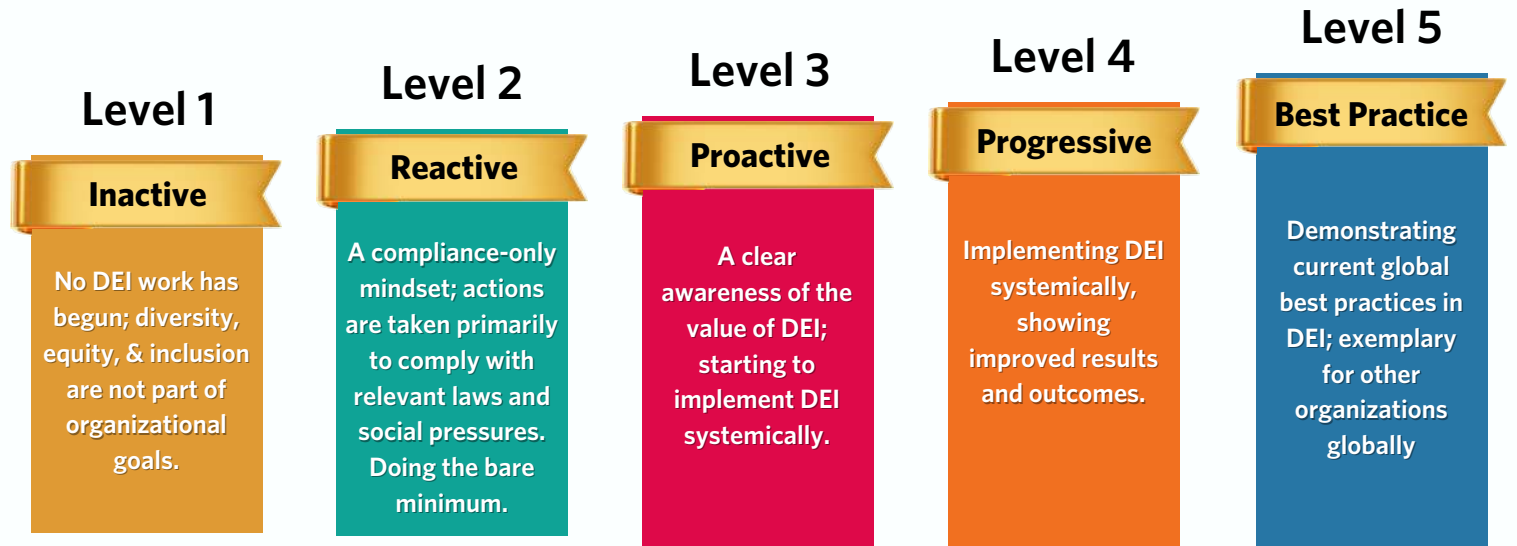
Practicing responsible and ethical sourcing. Develop and nurture underrepresented suppliers.



Global Diversity, Equity & Inclusion Benchmarks

# How many levels of awards exist?

GDEIB standards provides 5 levels of DEI maturity in organizations. Awards are applicable to top 3 levels (Level 3, 4, 5 only).



Pakistan Tobacco Company Limited

# What are the 10 takeaways for GDEIB Award Winner Organizations



[Click to watch tutorial](#)



## Takeaways for

## GDEIB Award Winner Organization



01

High level of global validation and recognition for contributing towards Sustainable Development Goals.

02

Strong message to investors/donors that organization is diverse, Inclusive and Sustainable.

03

National publicity through press release in the newspaper by HR Metrics.

04

Presentation of Global DEI Benchmarks Awards by a dignitary during prestigious ceremony.

05

Complimentary invitations for CEO, CHRO and CDO for GDEIB Awards.

06

Opportunity for speaking slot to top 10 inclusive companies in the D&I annual conference at Karachi.

07

Complimentary publication of success story in Workforce Tomorrow magazine.

08

Video Recording in front of media wall for sharing with industry and 32,000+ social media followers.

09

Discount on GDEIB Professional Certification.

10

Discounted fee for additional participation in Global DEI Benchmarks Conference subject to availability.

# What is the Submission Process for GDEIB Awards?

## Please Note:

- Call for DEI Awards will start on 1 Aug 2024 and close on 15 Sep 2024.
- DEI initiatives/ programs for award submission should be undertaken during period 1 July 2023 - 30 June 2024. If started in previous years, then it must be ongoing.

1. GDEIB standards will be available soon on [www.globaldeibenchmarks.org](http://www.globaldeibenchmarks.org). To acquire these standards for gap analysis you may contact at [info@thehrmetric.com](mailto:info@thehrmetric.com)
2. GDEIB has **15 categories** for awards.
3. You may select any/all categories for which you want to make submission.
4. Each category has 5 levels including INACTIVE, REACTIVE, PROACTIVE, PROGRESSIVE, BEST PRACTICE Awards are meant for top 3 levels (**PROACTIVE, PROGRESSIVE, BEST PRACTICE**).
5. There is No award for INACTIVE and REACTIVE levels.
6. An organization can apply for minimum 1 category and maximum 15 categories
7. Retain slides of categories for which you are making submission and delete slides of remaining categories.
8. Select only ONE level (Best Practice or Progressive or Proactive) for each applied categories.
9. To win award, you must comply with MORE THAN 50% benchmarks in relevant category.
10. For example if you apply for Best Practice of Category 1-Vision, you have to comply with at least 4 out of 6 benchmarks.
11. If you are complying with more than 50% benchmarks, your winning possibility is higher.
12. Award submission for each category should include a description in front of relevant benchmark.
13. Description for each benchmark should not exceed **200 words**.
14. Evidence must be included at the end of each description.
15. Evidence material may include but not limited to extract from policy, procedure, internal, external communication, photograph, media clip, video, published article, case study or third-party testimonial (jpg, jpeg, video, URL).
16. Evidence material should be sufficient to substantiate proof of applicability of DEI benchmarks in organization.
17. Contact [info@thehrmetric.com](mailto:info@thehrmetric.com) to obtain access to secure Dropbox folder dedicated to your company.
18. Upload your Awards Submission Form along with evidence material and inform [info@thehrmetrics.com](mailto:info@thehrmetrics.com) via email.
19. HR Metrics team undertakes full responsibility to protect confidentiality of all information provided by the organizations, however if you wish to sign a "Confidentiality Agreement", please send us for signatures.
20. Awards submissions will be assessed by a Panel of Jury who will review the submissions/evidence and any incomplete submission will not qualify for award.
21. Jury decision will be final, non-challenging, and binding for all.
22. GDEIB Awards for the year 2025 will be announced on 31 Dec 2024 through a briefing webinar and press release.
23. GDEIB Awards will be presented during a ceremony at Marriott Hotel Karachi, 25 Feb 2025.

24. CEOs, CHROs and Diversity Managers of participating organizations will be invited for the Awards Ceremony.
25. CEOs of top 10 winner companies will be invited to speak during GDEIB Awards Ceremony.
26. For any further information, please contact [info@thehrmetrics.com](mailto:info@thehrmetrics.com).

## Processing Fee

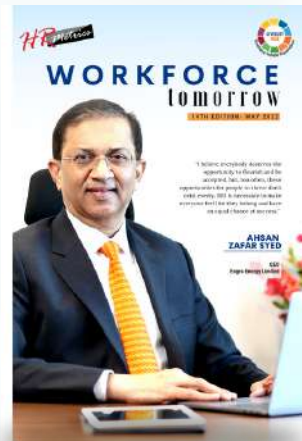
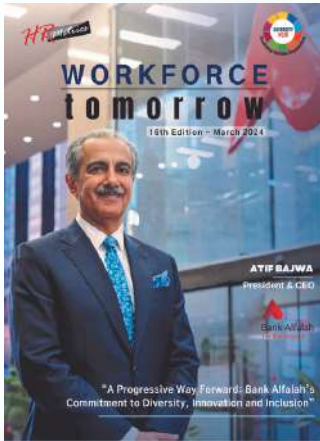
- **Submission fee for GDEIB Awards 2025 is Rs 100,000 per category.**
- Awards are decided by independent assessors and jury members on a merit-based criteria.
- Payment of processing fee is NOT a guarantee to win the award.
- Organizations participating in awards are not eligible to sponsor awards.

### **Processing fee is meant to cover following costs:**

- Remuneration of assessment team.
- Awards venue booking, event management, seating and branding.
- Souvenirs for winner organizations.
- Food and refreshments during awards ceremony.
- Publication of D&I magazine to publish organizations success stories.



# What are the guidelines for publishing DEI story in Magazine?



1. HR Metrics issues DEI magazine annually. It features DEI accomplishments of award-winning organizations.
2. The magazine is published at the time of awards ceremony.
3. This magazine has printed circulation to top 500 companies in Pakistan, digital copy to 1,000+ users globally.
4. Awards participating organizations are allotted 1 page per company.
5. If you wish to publish your organization's DEI story in this magazine, please provide following content of maximum 500 words with supporting pictures.
  - Name of DEI initiative.
  - Purpose of the initiative.
  - Policies/ activities/ processes initiated/ undertaken by organization.
  - Result/ outcome
  - High resolution picture of CEO/CHRO/Diversity Manager with exact names and titles.
6. Nov 15, 2024 will be the last date of contents for magazine.
7. Magazine also has space for paid advertisement companies' product/services.
8. For any further information, please contact [info@thehrmetrics.com](mailto:info@thehrmetrics.com).

# 2024 Global DEI Benchmarks Awards

## CHIEF GUEST



**Dr. Ishrat Husain**

Former Governor  
State Bank of Pakistan

## GUEST OF HONOUR



**Conrad Tribble**

US Consul General  
Karachi

## JURY MEMBERS



**Moneeza Usman Butt**

Partner  
KPMG Taseer Hadi & Co  
PAKISTAN



**Dr. Karen Francis**

Vice President &  
Chief DEI Officer  
American Institutes for Research  
USA



**Lynda White**

President, McLeod White  
McLeod White and Assoc  
CANADA



**Gamiel Yafai**

Founder and CEO  
Diversity Marketplace  
UK

## 2024 Award Winning Companies



# 2024 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**Dr. Ishrat Husain**  
Former Governor  
State Bank of Pakistan



**Conrad Tribble**  
US Consul General  
Karachi



**Dr. Ruediger Lotz**  
German Consul General  
Karachi



**Zahid Mubarak**  
CEO HR Metrics



**Bank Alfalah Limited**



**HBL**



**Nestlé Pakistan Limited**



**Engro Fertilizers Limited**



**HBL Microfinance Bank**



**Jazz**



**Faysal Bank Limited**



**METRO Pakistan (Pvt) Limited**



**Aga Khan University**



**Standard Chartered Bank**



**Engro Energy Limited**



**Soneri Bank Limited**



**Engro Polymer & Chemicals Limited**



**U Microfinance Bank Limited**



**Pakistan Tobacco Company Limited**



**United Bank Limited**



**Greenstar Social Marketing (G) Limited**



**PepsiCo**



**AGP Limited**



**Abacus Consulting Technology Limited**

# 2024 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**HRSG**



**Martin Dow Group**



**Novo Nordisk Pakistan**



**Mobilink Microfinance Bank Limited**



**Jubilee Life Insurance**



**K-Electric Limited**



**National Bank of Pakistan**



**TPL Corp Limited**



**Bayer Pakistan Private Limited**



**foodpanda Pakistan**



**Masreq Global Services (SMC-Pvt) Limited**



**TPL Insurance Limited**



**Jaffer Business Systems**



**BRB Group**



**HABIMETRO Bank**



**Karandaz Pakistan**



**Fauji Fertilizer Bin Qasim Limited**



**JS Bank**



**Pakistan Stock Exchange Limited**



**The Millennium Universal College**



**DVAGO**



**The International Centre of Excellence (ICE) Pakistan**



**Distinguished GDEIB Vanguard Award 2024**

# 2023

# Global DEI Benchmarks Awards

## GUESTS OF HONOUR



**Akif Saeed**

Chairman  
Securities and Exchange  
Commission of Pakistan



**Elizabeth A Sunday**

Consular Chief  
U.S. Consulate General  
Karachi

## JURY MEMBERS



**Jawad Syed PhD**

Professor of  
Organizational Behavior  
and Leadership,  
Suleman Dawood  
School of Business,  
Lahore University of  
Management Sciences  
Pakistan



**Karen Francis PhD**

Vice President and  
Chief Diversity, Equity  
and Inclusion Officer  
American Institutes  
for Research  
USA



**Lynda White**

President, McLeod White  
McLeod White and Assoc,  
Canada, Former Board  
Chair, The Centre for  
Global Inclusion  
USA



**Moneeza Usman  
Butt**

Partner  
KPMG Taseer Hadi & Co  
Pakistan



**Saad Amanullah  
Khan**

Chairman of Public  
Interest Law  
Association of Pakistan, and  
Chairman of Pakistan  
Innovation Foundation  
Pakistan



**Zahid Mubarik**

CEO  
HR Metrics  
Pakistan

## 2023 Award Winning Companies



# 2023 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**Akif Saeed**  
Chairman Securities and Exchange Commission of Pakistan



**Elizabeth A Sunday**  
Consular Chief  
U.S. Consulate General Karachi



**Zahid Mubarik**  
CEO HR Metrics



**HBL**



**Engro Fertilizers Limited**



**Engro Vopak Terminal Limited**



**METRO Pakistan**



**Engro Polymer & Chemicals Limited**



**Nestlé Pakistan Limited**



**Bank Alfalah Limited**



**HBL Microfinance Bank**



**Engro Energy Limited**



**Pakistan Tobacco Company**



**Standard Chartered Bank Pakistan Limited**



**Jazz**



**Aga Khan University**



**AGP Limited**



**Faysal Bank Limited**



**Soneri Bank Limited**



**HRSG**



**Engro Corporation**



**Abacus Consulting Technology Limited**



**PTCL**



**National Bank of Pakistan**

# 2023 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**Novo Nordisk Pharma (Private) Limited**



**Greenstar Social Marketing (Guarantee) Limited**



**JS Bank Limited**



**Hashoo Foundation**



**foodpanda**



**Habib Metro Bank**



**TPL Corp Limited/ TPL Properties Limited**



**U Microfinance Bank Limited**



**United Bank Limited**



**Martin Dow Group**



**Mobilink Microfinance Bank**



**Bayer Pakistan Private Limited**



**PepsiCo Pakistan**



**Philip Morris Pakistan**



**Jubilee Life Insurance**



**Fauji Fertilizer Bin Qasim Limited**



**Feroze1888 Mills Limited**



**Nishat Mills Limited (Apparel Division)**



**Telenor Pakistan**



**ACT Engineering Services Pvt. Ltd.**



**Roots Millennium Education Group, Pakistan**



**FINCA Microfinance Bank Limited**



**Millennium Institute of Technology and Entrepreneurship**

# 2022

# Global DEI Benchmarks Awards

## GUESTS OF HONOUR



**Matt Ference**

US Deputy Consul General  
Karachi



**Engr. Rukhsana Zuberi**

Member  
Senate of Pakistan



**Musharaf Hai**

Former CEO  
Unilever and L'Oréal  
Pakistan

## 2022 Award Winning Companies





# 2022 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**Musharaf Hai**  
Former CEO Unilever and L'Oréal Pakistan



**Guests of Honor**



**Engro Energy Limited**



**Engro Fertilizers Limited**



**Engro Corporation Limited**



**Nestlé Pakistan**



**Habib Bank Limited**



**HBL Microfinance Bank**



**Standard Chartered Bank**



**AGP Limited**



**Bank Alfalah**



**Faysal Bank Limited**



**Engro Polymer & Chemicals Limited**



**PTCL**



**Philip Morris Pakistan Ltd.**



**HRSG**



**The Millennium Education**



**JS Bank**



**TPL Corp Limited**

# 2022 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**National Clearing Company of Pakistan Ltd.**



**TMUC**



**British Council Pakistan**



**Jazz**



**Novo Nordisk Pharma (Pvt). Ltd.**



**Feroze1888 Mills Ltd.**



**FINCA Microfinance Bank Ltd.**



**Telenor Pakistan**



# 2021

## Global DEI Benchmarks Awards

### GUESTS OF HONOUR



**Sima Kamil**

Deputy Governor  
State Bank of Pakistan



**Dr. Shamshad Akhtar**

Former Governor  
State Bank of  
Pakistan



**Sadia Khan**

Commissioner  
Securities Exchange  
Commission Pakistan  
(SECP)



**Zaffar A. Khan**

Former CEO  
Engro Corporation

### 2021 Award Winning Companies



# 2021 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**Zahid Ali Mubarik**  
CEO HR Metrics



**Sima Kamil**  
Deputy Governor SBP



**Zaffar A. Khan**  
Former CEO Engro Corp



**Dr. Shamshad Akhtar**  
Former Governor SBP



**Sadia Khan**  
Commissioner, SECP



**PPAF**



**Metro Pakistan**



**Engro Fertilizers Limited**



**Faysal Bank**



**First MicroFinance Bank**



**U Microfinance Bank**



**Bank Alfalah**



**Allied Bank**



**HBL**



**JS Bank**



**Pakistan Tobacco Company**



**Engro Energy Ltd.**



**Nestlé Pakistan**



**Abacus**



**Khaadi**

# 2021 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



**AGP Limited**



**Hashoo Foundation**



**Philip Morris Pakistan Ltd.**



**KFC Pakistan**



**PTCL**



**Engro Polymer & Chemicals**



**HRSG**



**ICI Pakistan Ltd.**



**Telenor Pakistan**



**The Millennium Education**



**TMUC**



**Aga Khan University**



**Standard Chartered**



**TAF Foundation**



**Guests of Honor**



**HR Metrics Team**

# 2020

# Global D&I Benchmarks Awards

## GUESTS OF HONOUR



**Dr. Shamshad Akhtar**

Former Governor  
State Bank of  
Pakistan



**Robert Silberstein**

US Consul General  
Karachi

## 2020 Award Winning Companies



Pakistan Petroleum Limited



The First MicroFinance Bank



# 2020 Global Diversity & Inclusion Benchmarks Awards' Winners



**Dr. Shamshad Akhtar**  
Former Governer SBP



**Robert Silberstein**  
US Consul General



**Zahid Ali Mubarik**  
CEO HR Metrics



**Zaffar A. Khan**  
Former CEO Engro



**Qazi Azmat Isa**  
Chief Executive PPAF



**Shazad Dada**  
President SCBPL



**Usman Zahur**  
CEO PTC



**Fatima Asad- Said**  
MD Abacus



**Nadeem Ahmed**  
GM Engro Fertilizers



**Nusrat Munshi**  
CEO AGP Limited



**Amir Ramzan**  
CEO British Council Pakistan



**Farwa Hasnain**  
Director HR Karandaz Pakistan



**Fathema Zuberi**  
HR Director Unilever



**Rahat Hussain**  
Manager PR Nestlé



**Faisal Farooq**  
CHRO Khaadi



**Mueen Afzal**  
Head HR KASHF Foundation



**Nausheen Fatima**  
Regional Director Sales Telenor



**Afzal Siddiqi**  
GM HR PPL



**Raza Pirbhai**  
CEO KFC (Pakistan)



**Asad Ali**  
Head HR HabibMetro Bank



**Amir Khan**  
CEO FMBF



**Jamal H. Shirazi**  
FM South PepsiCo



**Saira Halai**  
GM HR HBL



**Bushra Mazhar**  
Unit Head-Talent & OD Bank Alfalah

# 2020 Global Diversity & Inclusion Benchmarks Awards' Winners



**Zeshan Taj**  
VP HR Engro Energy Limited



**Carol J. Ariano**  
CHRO The Aga Khan University



**Robert Silberstein & Zaffar Khan**



**Zaffar Khan, Zahid Mubarik & Shazad Dada**



**GDIB Award Winners**



**GDIB Conference Photo**



# 2019

## Global D&I Benchmarks Awards

GUEST OF HONOUR

2019 GDIB Conference



**Kashmala Tariq**

Federal Ombudsperson for  
Protection Against Harassment



### 2019 Award Winning Companies



آغا خان یونیورسٹی  
THE AGA KHAN UNIVERSITY



**PEPSICO**



**SECMC**  
Sindh Engro Coal Mining Company



**HABIBMETRO**

# 2019 Global Diversity & Inclusion Benchmarks Awards' Winners



**Zahid Ali Mubarik**  
CEO HR Metrics



**Kashmala Tariq**  
Federal Ombudsperson for  
Protection Against Harassment



**PPAF**



**Standard Chartered Bank**



**Mentor Graphics**



**Aga Khan University**



**SECMC**



**PTCL**



**OGDCL**



**Bank Alfalah**



**JW Forland**



# 2018

## Global D&I Benchmarks Awards

GUEST OF HONOUR

2018 GDIB Conference



**Roshan Khursheed Bharucha**

Former Provincial Minister  
& Senator Member  
National Commission for  
Human Development



### 2018 Award Winning Companies



# 2018 Global Diversity & Inclusion Benchmarks Awards' Winners



**Zahid Ali Mubarik**  
CEO HR Metrics



**Roshan Khursheed Bharucha**  
Former Provincial Minister & Senator  
Member National Commission for  
Human Development



**Standard Chartered Bank**



**Nestle**



**PPAF**



**Abacus**



**Aga Khan University**



**Pepsico**



**FINCA**



**British Council**



**Telenor**



**Thar Foundation**



**HBL**



# 2017

## Global D&I Benchmarks Awards

GUEST OF HONOUR

2017 GDIB Conference



**Marvi Memon**

Member of the National  
Assembly of Pakistan



### 2017 Award Winning Companies



# 2017 Global Diversity & Inclusion Benchmarks Awards' Winners



**Zahid Ali Mubarik**  
CEO HR Metrics



**Marvi Memon**  
Member of the National  
Assembly of Pakistan



**Dr. Ishrat Husain H.I., N.I.**  
Former Governor  
The State Bank of Pakistan



**Telenor**



**Jazz**



**FINCA**



**Bank Alfalah**



**PPAF**



**Fatima Group**



**K-Electric**



# 2016

# Global D&I Benchmarks Awards



**Governor House, Karachi**

# 2015 Foreign Diplomats Roundtable



To gather ideas on Diversity & Inclusion Global best practices, the SHRM Forum Pakistan in collaboration with Ladies Fund Dawood Global Foundation and Fulcrum Consulting organized round table discussion (Diplomats Dinner) at Swiss Consulate Karachi on 31 Mar 2015.

Following eminent Consular Generals shared valuable insight regarding their country best practices on Gender Diversity & Inclusion:

1. Emil Wyss, Consular General of Switzerland.
2. Brian Heath, Consular General of United States of America
3. Francois Dall'Orso, Consular General of France
4. Akira Ouchi, Consular General of Japan
5. Gill Atkinson, Deputy Head of Mission | British Deputy High Commission
6. Oleg N.Avdeev, Consular General of the Russian Federation
7. Hadi Santoso, Consular General of Republic of Indonesia.
8. Charmaine H. Hidayataullah, Consular General De Monaco
9. Noor-E Helal Saifur Rahman, Deputy Hight Commissioner Bangladesh
10. Naheed Irshaduddin, Honorary Consular General of Denmark
11. Sadia Khan, Honorary Consular General of Finland
12. Laila Jamil, Senior Consultant Business Development, British Council
13. Kimberley D'Souza, Secretary General of Switzerland.
14. Rukhsana Asghar, CEO Fulcrum Consulting
15. Tara Uzra Dawood, President Ladies Fund, Dawood Global Foundation
16. Zahid Mubarik, President SHRM Forum Pakistan



# FREQUENTLY ASKED QUESTIONS (FAQS)

## ▶ How many companies participated in GDEIB Awards this year?

45 organizations participated for the GDEIB Awards 2024.



## ▶ Which organization won the award for being a most inclusive company this year?

HBL, Bank Alfalah Limited, and Nestlé Pakistan Limited won the award for being the most inclusive company for the GDEIB Awards 2024.

## ▶ Who were the jury the members for the GDEIB Awards 2024?

For this year, the jury members were Moneeza Usman Butt, Dr. Karen Francis, Gamiel Yafai and Lynda White.



**Moneeza Usman Butt**

Partner  
KPMG Taseer Hadi & Co  
Pakistan



**Dr. Karen Francis PhD**

Vice President &  
Chief DEI Officer  
American Institutes for Research  
USA



**Gamiel Yafai**

Founder and CEO  
Diversity Marketplace  
UK



**Lynda White**

President, McLeod White  
McLeod White and Assoc  
USA