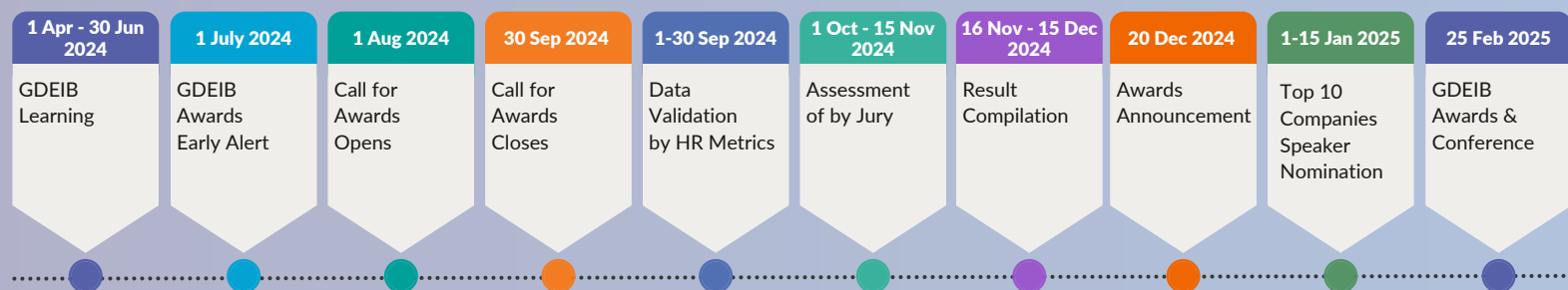


GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS AWARDS & CONFERENCE 2025



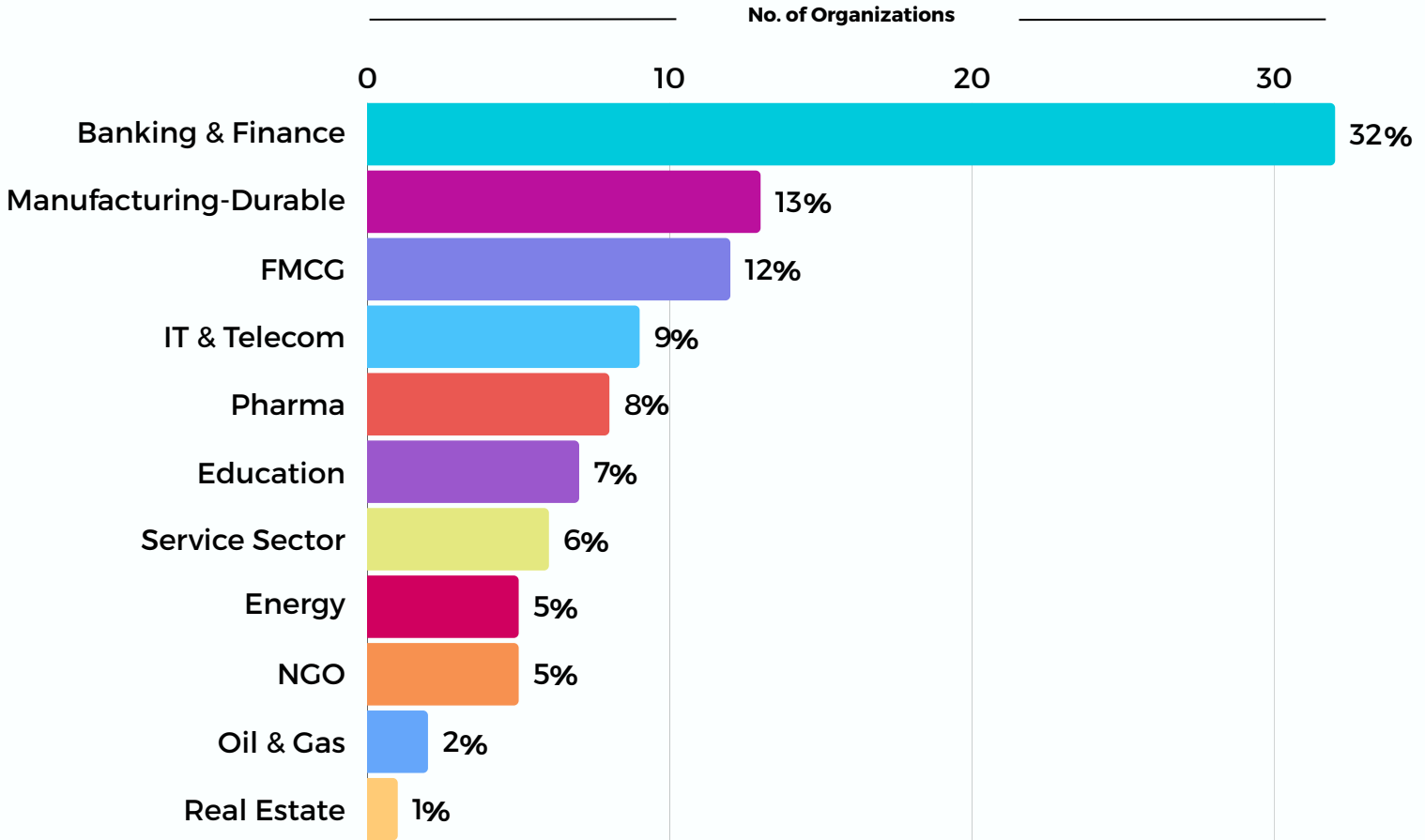
Timeline for GDEIB Awards 2025



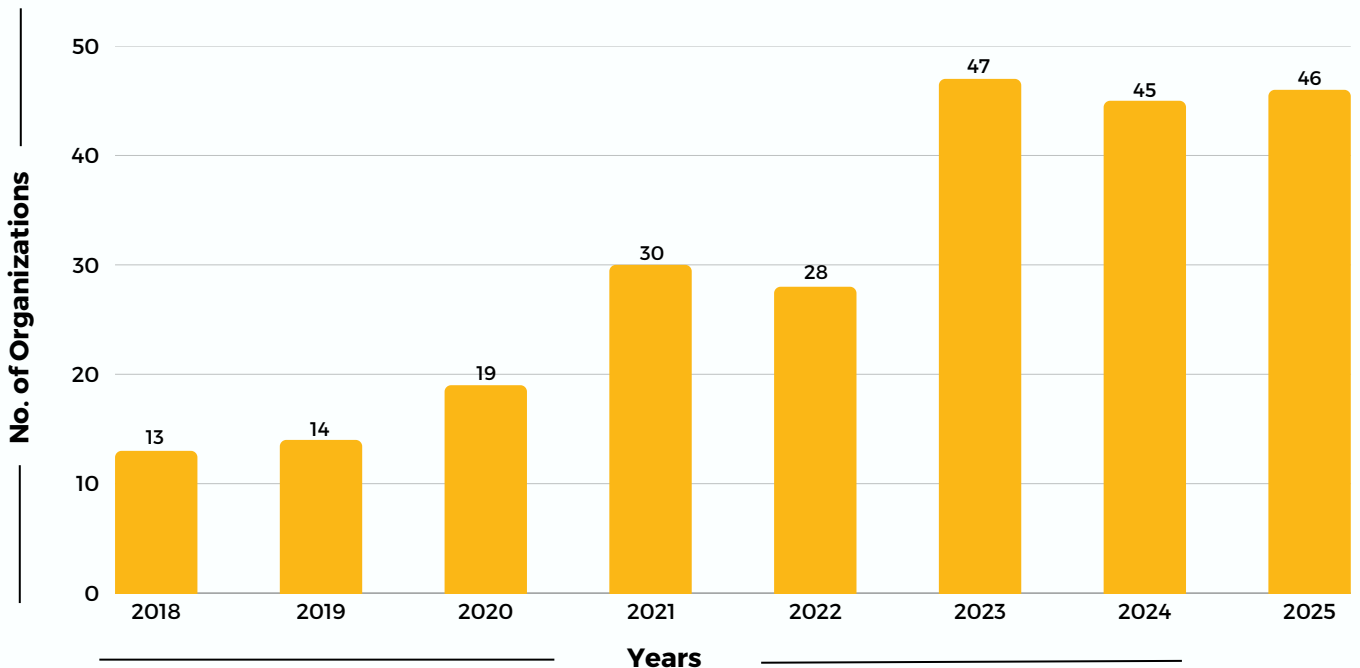
Are you Ready to?

- 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.

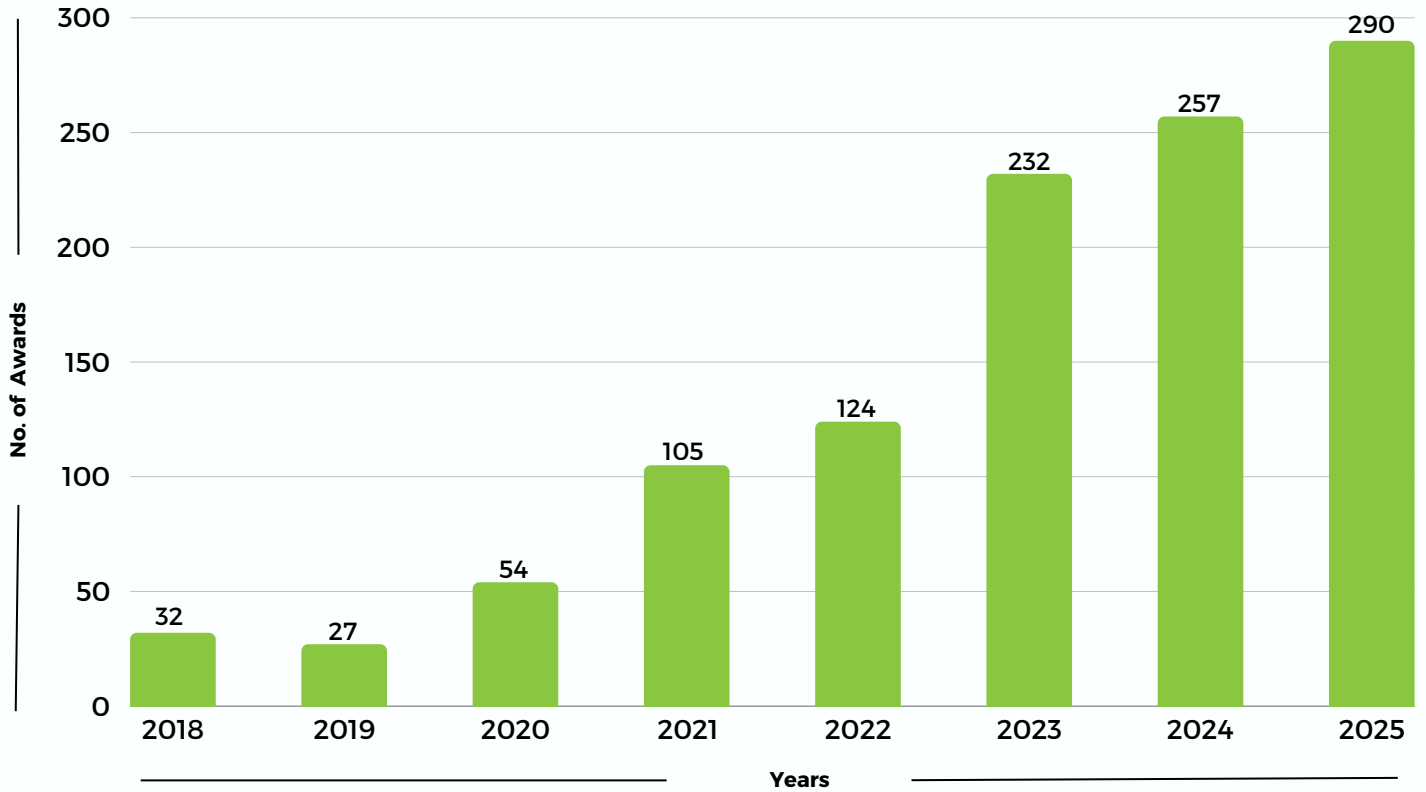
GDEIB AWARDS PARTICIPATION BY SECTORS-YEAR 2024



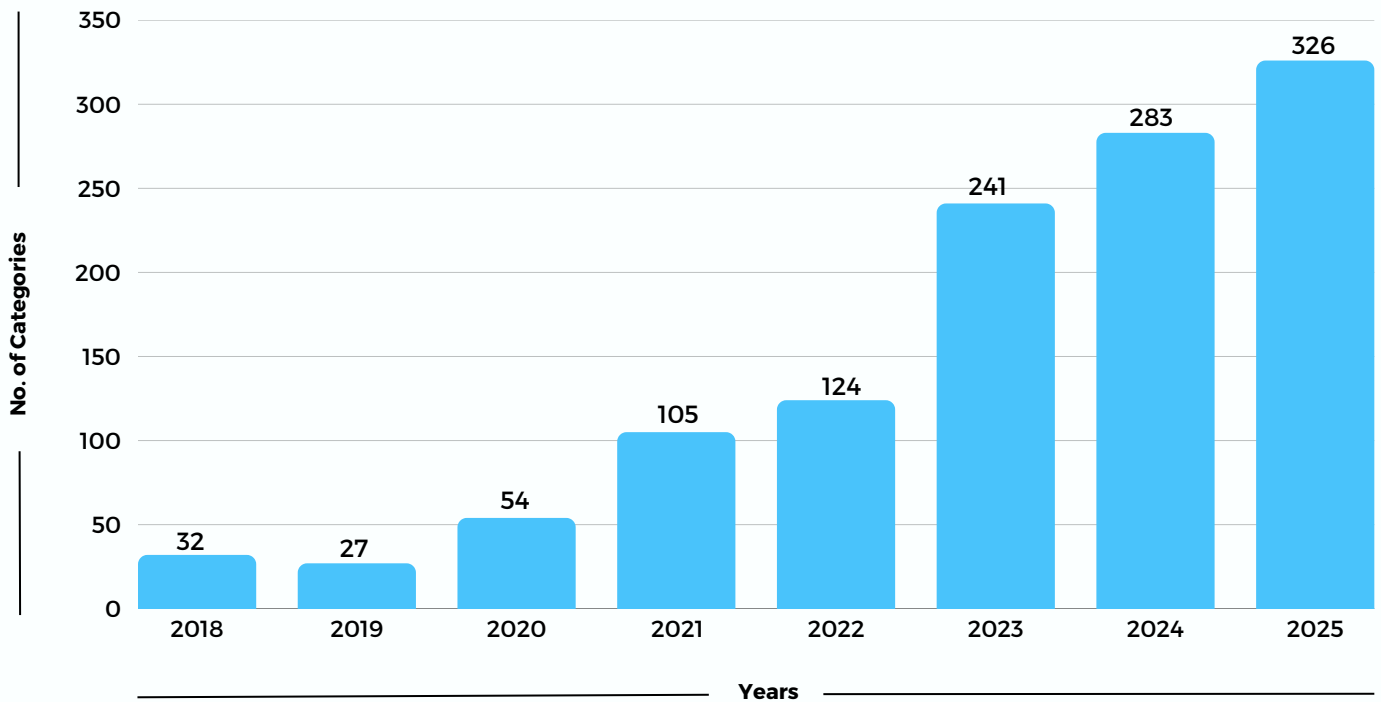
GDEIB AWARDS PARTICIPATING COMPANIES (2018-2025)



GDEIB AWARDS WINNING CATEGORIES (2018-2025)

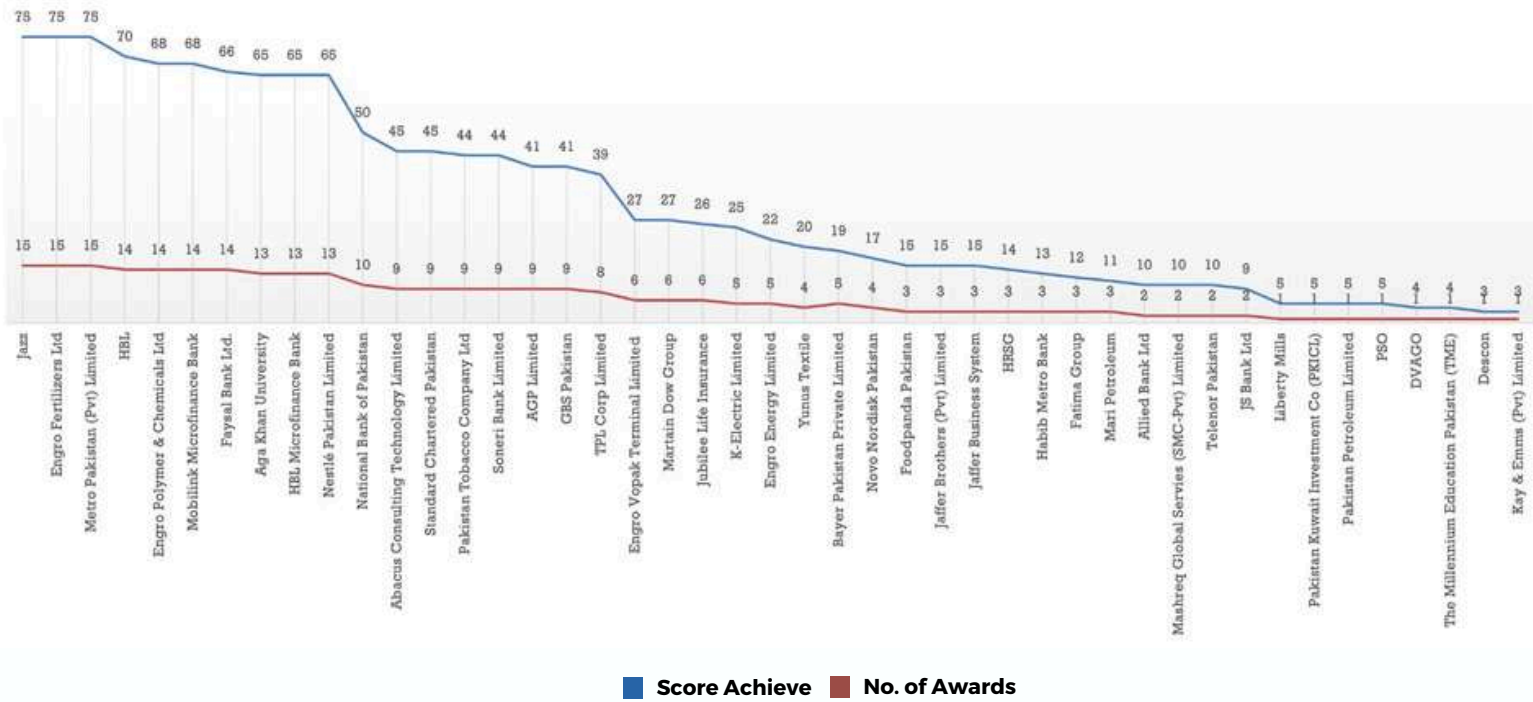


GDEIB CATEGORY USER GROWTH RATE (2018-2025)

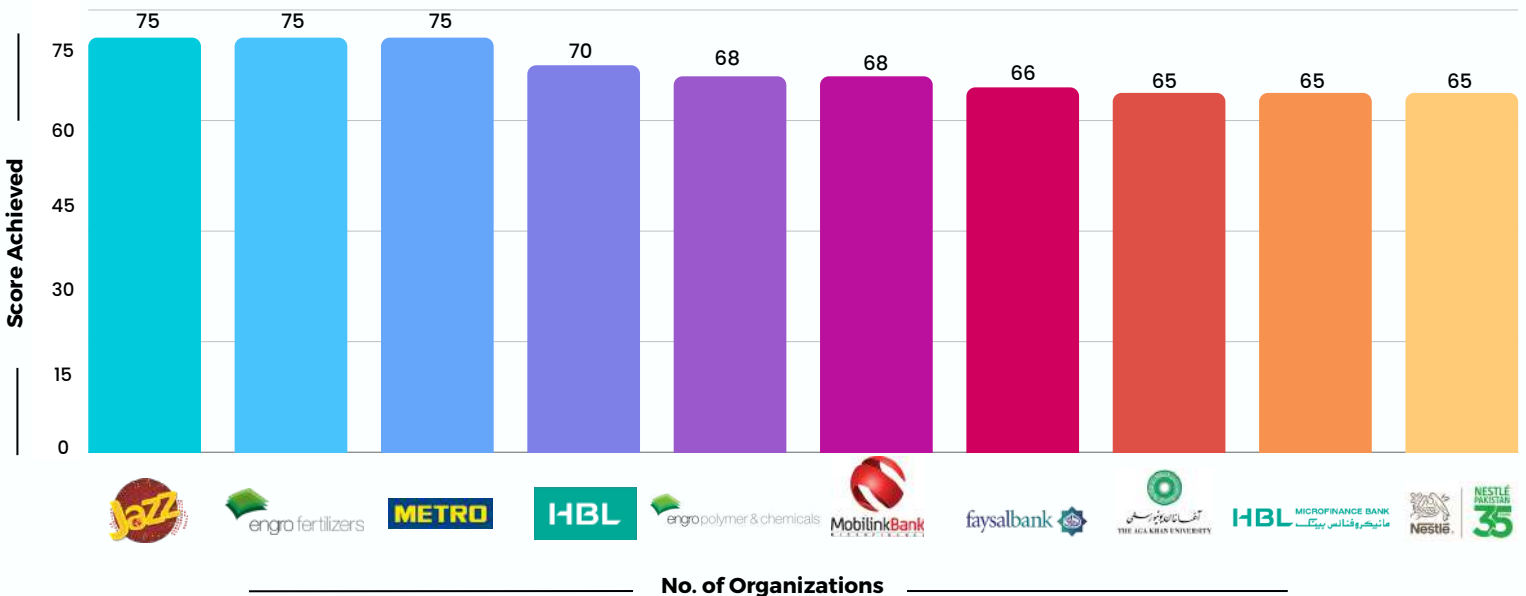


DEI Insights

WINNER COMPANIES (NUMBER OF AWARDS & SCORES)-YEAR 2025

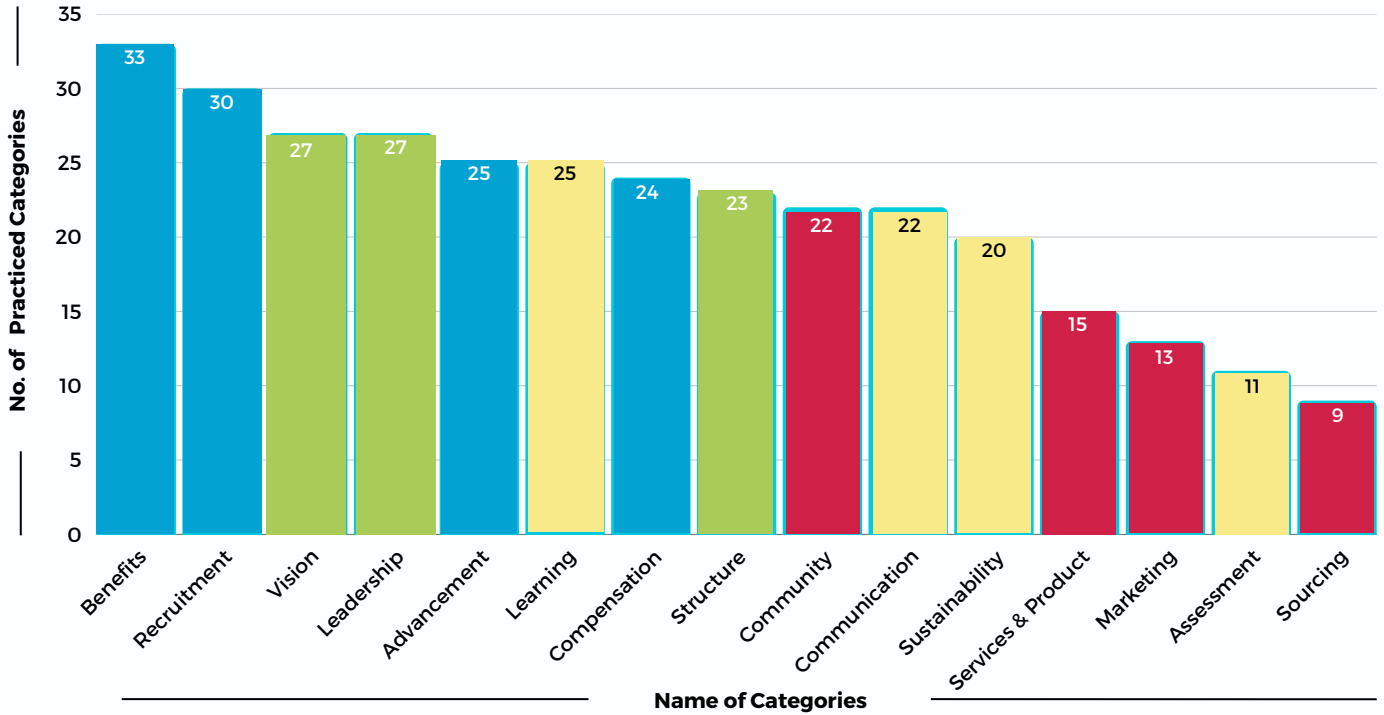


TOP 10 COMPANIES DEI SCORE-YEAR 2025

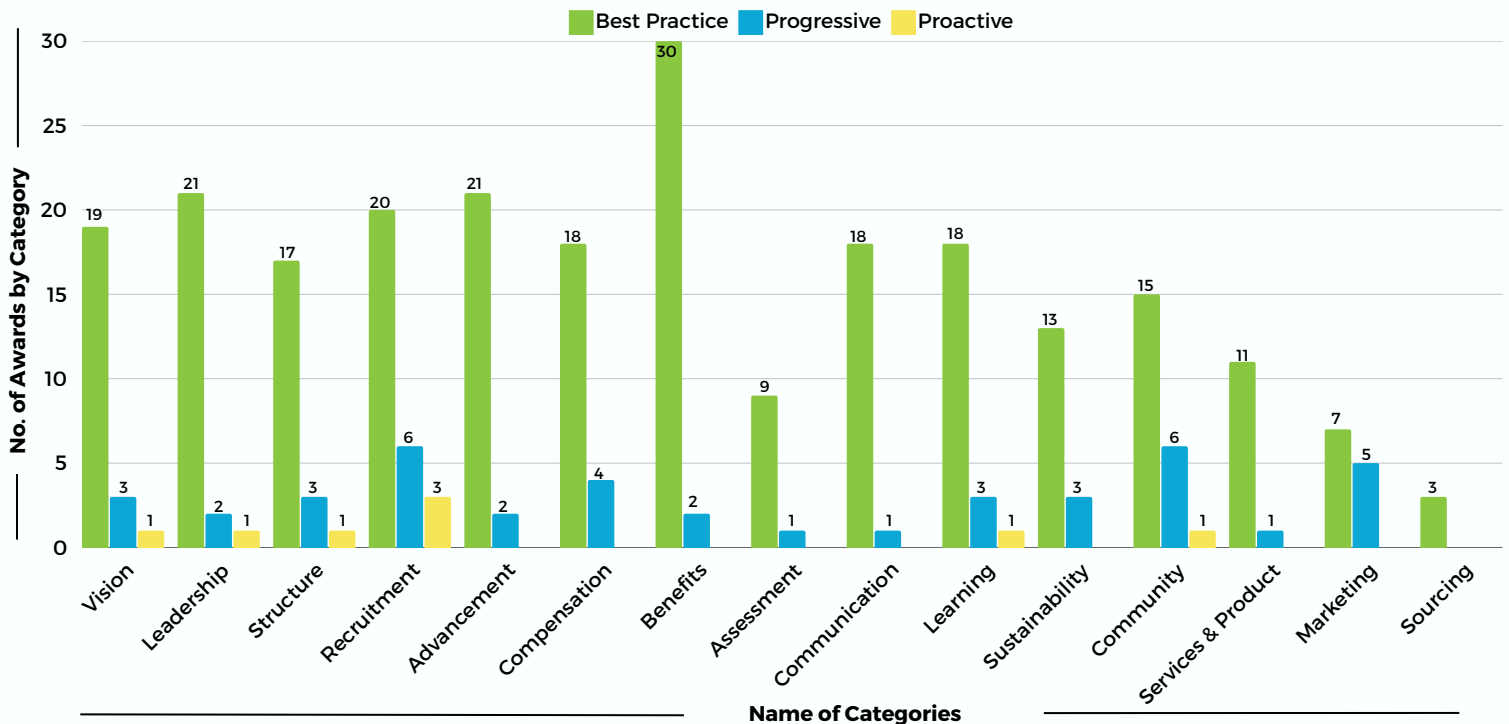


DEI Insights

GDEIB CATEGORIES USERS-YEAR 2025



GDEIB CATEGORIES BY LEVELS-YEAR 2025



2025 Global DEI Benchmarks Awards

JURY MEMBERS



MONEEZA USMAN BUTT
Partner
KPMG Taseer Hadi and Co.
Pakistan



KAREN B. FRANCIS, PH. D.
VP, Chief Diversity, Equity,
and Inclusion Officer
American Institutes for Research
USA



NENE MOLIFI
CEO
Mandate Molefi
South Africa



LYNDA WHITE
President, McLeod White
McLeod White and Assoc
Canada



GAMIEL YAFAI
Founder and CEO
Diversity Marketplace
Milton Keynes
College Group
UK



FARRAH QURESHI
CEO & Founder
Global Diversity Practice
UK



HOWARD ROSS
Co-Founding Partner
Udarta Consulting,
LLC
USA



2025 AWARD WINNING COMPANIES



2024

Global DEI Benchmarks Awards

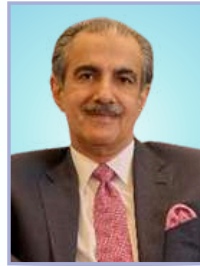
SPEAKERS



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

Top 10 Inclusive Companies 2024

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



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

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



Masheq 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



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 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.



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.



TPL Corp 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.



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 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.

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

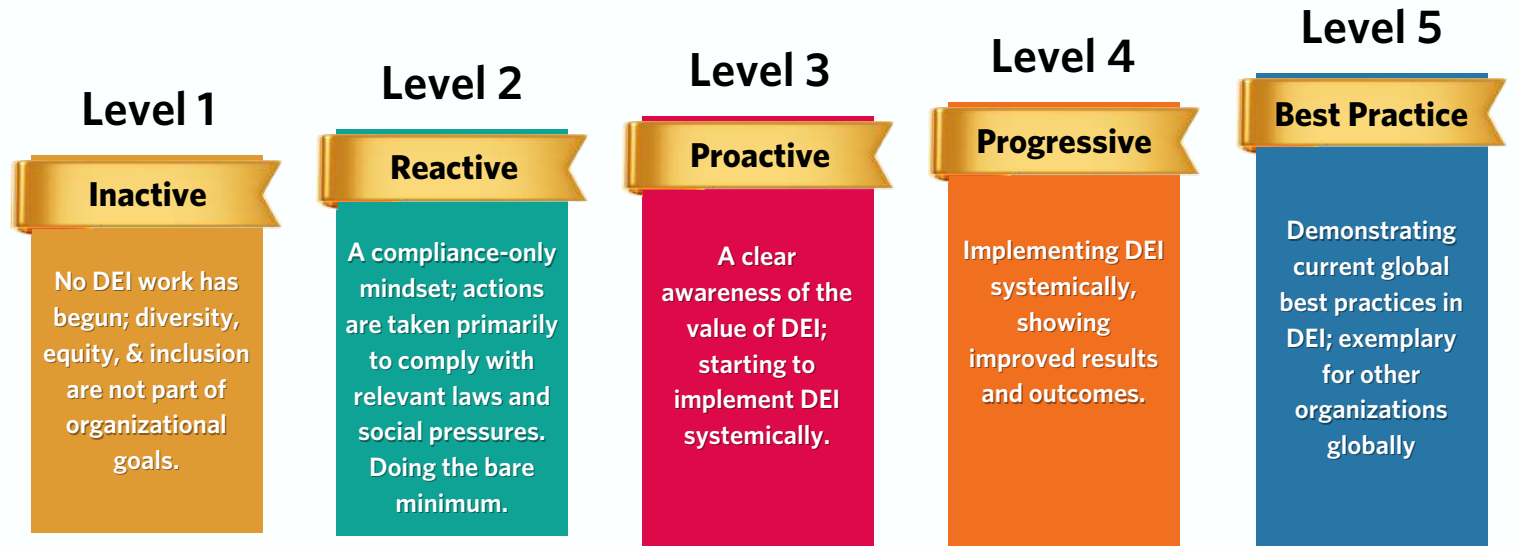
Practicing responsible and ethical sourcing. Develop and nurture underrepresented suppliers.



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 for 2025?

Please Note:

- Call for DEI Awards will start on 1 Aug 2024 and close on 30 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.

Please read following guidelines for GDEIB Awards 2025:

1. GDEIB Awards submissions will be based on GDEIB Standards. To obtain copy of the standards, please contact info@thehrmetric.com.
 2. From this year onward, submissions will be made via an online portal. Access will be provided to the organization's Focal Person by HR Metrics.
 3. The GDEIB Awards has total 15 categories.
 4. Each category will include five levels:
 - a. Inactive
 - b. Reactive
 - c. Proactive
 - d. Progressive
 - e. Best Practice
- Awards are applicable to top three levels: Proactive, Progressive, and Best Practice.
5. Organizations can apply for at least 1 category and a maximum 15 categories.
 6. To win an award, an organization must comply with more than 50% of the benchmarks in each category. For example, if a category has 6 benchmarks, compliance with at least 4 benchmarks will be required.
 7. Each award submission is required to include a description (not exceeding 300 words) for relevant benchmark.
 8. Each award submission is required to include evidence-supporting description for relevant benchmark.
 9. Evidence can include extracts from annual reports, sustainability reports, internal communication, and external communication in the form of pictures, JPG, PNG images, videos, and URLs. All the evidence must be tagged for relevant benchmarks and embedded in a pdf document. In case of any video evidence, please upload the video on YouTube and provide the URL in the PDF document so that it is clickable for the jury to review.
 10. Upload PDF document for relevant category(s) on the awards portal.
 11. HR Metrics will ensure the confidentiality of all information provided. If the applicant organization wants HR Metrics to sign a "Confidentiality Agreement", it can provide. HR Metrics authorized person will sign and return the contract before accepting data.

Submission Process of GDEIB Awards 2025

1. Organizations will express their interest in the GDEIB Awards 2025 through registration at the HR Metrics website or email to info@thehrmetrics.com before 30 Aug 2024.
2. Once HR Metrics will confirm the interest of organization the team will create your account on GDEIB Submission portal. **(Please note that HR Metrics does NOT accept any financial support or sponsorship for the award. The processing fee is meant to cover administrative costs. Awards submissions are evaluated by an Independent Jury. Payment of the fee is not a guarantee of winning the award).**
3. Applicant organization needs to make the payment for the processing fee within 30 days or issue a "promise to pay" undertaking.
4. Upon confirmation, HR Metrics will provide access to the Online GDEIB Submission portal.
5. Focal Person will receive an email containing the username and password for the respective organization along with the link of portal.
6. The organization's Focal Person can log in and enter the essential information about the organization.
7. After filing out the registration form on the portal you will login in and should see 15 categories of GDEIB for which awards are applicable.
8. You should select the category(s) for which you wish to apply, then choose the relevant level.
9. You should select more than 50% of benchmarks for the level selected.
10. Write or paste a narrative of up to 300 words for each selected benchmark.

11. Submit one PDF document containing all relevant evidence for each benchmark. Clearly label each piece of evidence with the corresponding benchmark number for clarity.
12. After uploading the narratives and evidence, press the submit button.
13. HR Metrics Team will review the submission and provide feedback on whether the benchmarks' narratives and evidence are complete/incomplete.
14. Feedback is meant to ensure the completeness of submissions and documents. It is NOT an indication or guarantee of winning the award, because awards will be assessed by an independent jury and not by HR Metrics.
15. Feedback from the HR Metrics Team is an optional feature for you. HR Metrics Team can provide the above feedback if the award is submitted before 20 Sep.
16. You can modify/update your submission till 30 Sep 2024.
17. You will get an alert that awards submissions have been processed for jury review. From this point onward, your access to the portal will be closed.
18. The Jury will assess all submissions and provide results to HR Metrics for compilation.
19. Awards will be announced on 20 Dec 2024 (4-5 pm Pakistan Time) via Zoom.
20. A press release will also be published in leading national newspapers.
21. The GDEIB Awards presentation ceremony is held on the eve of International Women's Day on 8 March. Given the holy month of Ramadan in March, the awards ceremony will be held on 25 Feb 2025 at Marriott Karachi.

Processing Fee

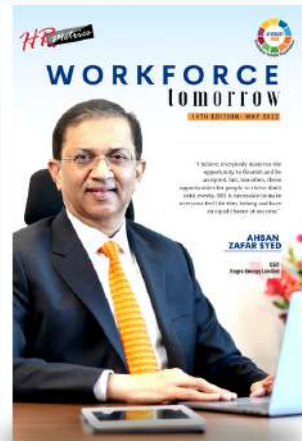
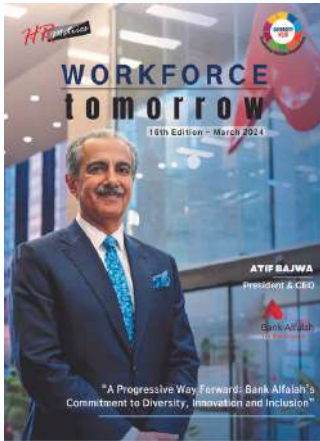
- **Submission fee for GDEIB Awards 2025 is Rs 100,000 per category.**

- 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.

2025

PARTNERS

KNOWLEDGE PARTNERS



Think Ahead



ACCESSIBILITY PARTNER



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



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Chairman Securities and Exchange Commission of Pakistan



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Zahid Mubarik
CEO HR Metrics



HBL



Engro Fertilizers Limited



Engro Vopak Terminal Limited



METRO Pakistan



Engro Polymer & Chemicals Limited



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HBL Microfinance Bank



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2023 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



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foodpanda



Habib Metro Bank



TPL Corp Limited/ TPL Properties Limited



U Microfinance Bank Limited



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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

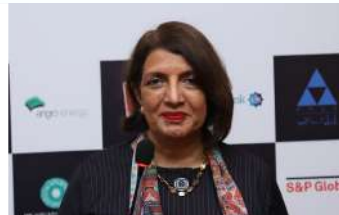
2021 Award Winning Companies



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 Governor 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 FMB



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



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

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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?

46 organizations participated for the GDEIB Awards 2025.



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

Jazz won the award for being the most inclusive company for the GDEIB Awards 2025. Engro Fertilizers Limited is the runner up, and METRO Pakistan (Pvt) Limited has been recognized the top 3 inclusive company for the GDEIB Awards 2025.

▶ Who were the jury the members for the GDEIB Awards 2025?

The jury members were Moneeza Usman Butt, Karen B. Francis, P.D., Nene Molifi, Lynda White, Gamiel Yafai, Farrah Qureshi and Howard Ross.



About HR Metrics



HR Metrics is a leading provider of consulting and innovative advisory solutions in the areas of sustainable people analytics, professional competencies and inclusion strategies, dedicated to transforming how organizations manage their workforce. Through advanced HR standards and analysis tools, HR Metrics enables businesses to make informed decisions by optimizing workforce productivity, impact and ROI.

About Diversity Hub - HR Metrics



Diversity Hub-HR Metrics has introduced Global Diversity, Equity and Inclusion Benchmarks Standards and holds annual GDEIB Conference & Awards with a mission to help organizations become sustainable through inclusive cultural and behavioral change. Diversity Hub reviews emerging global best practices, carries out local research to understand industry need, produces data driven research reports, and designs bespoke solutions to facilitate desired outcomes. Diversity Hub also maintains Equal Opportunity Advocacy Council and Women for Board Program at higher level.

About

Zahid Mubarik

SHRM-SCP, GPHR, SPHRi

CEO HR Metrics

President SHRM Forum Pakistan

SHRM Partner Pakistan

Founding Member ISO Geneva Technical Committee 260 for HR Standards

Former Member Pakistan Stock Exchange ESG Task Force

Zahid Mubarik is an internationally acclaimed visionary thinker, writer, speaker, thought leader and influencer on human capital analytics, diversity and inclusion. He is the SHRM Partner Pakistan and founding member of ISO Geneva Technical Committee 260 for developing HR global Standards. He actively took part in ISO in-person meetings for developing global HR Standards, organized by American National Standards Institute (Washington DC), British Standards Institute (London), Standards Australia (Melbourne), The Royal Netherlands Standardization Institute (Rotterdam), Association Française de Normalization (Paris), Singapore Standards Council (Singapore), The National Standardization Agency of Indonesia (Bali) and UNI-Ente Nazionale Italiano di Unificazione (Milan), Canada Standards (Montreal) and Japan Standards (Tokyo).



Zahid served as Global Chair of ISO Working Group on HR Metrics Standards. During his leadership, ISO published two global HR standards including ISO30410: Impact of Hire and ISO30411: Quality of Hire. He also served as member of Working Group developing ISO30414: Guidelines for Internal and External Human Capital Reporting. He facilitated certification of 950+ consultants and practitioners worldwide on ISO 30414 with a heavy concentration in Tokyo Japan. He collaborated with HC Produce Inc Tokyo in certification of 2 companies in Japan on ISO 30414. Zahid has the honour of being a distinguished speaker in international conferences and seminars on human capital analytics at Las Vegas, Beijing, Moscow, Baku, Hanoi, Dubai and Abu Dhabi. His analytical papers and expert talks have been featured by national and international media including CNBC, DAWN, Business Recorder, Business Plus TV, Gulf Economist and Microfinance Gateway World Bank Washington.