

Diageo Recognized by Human Rights Campaign as "Best Place to Work for LGBT Equality" for Eighth Year in a Row
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NORWALK, Conn., Nov. 18, 2015 /PRNewswire/ -- Diageo, a global leader in beverage alcohol, is proud to announce that it has earned a perfect score of 100 percent on the 2016 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to lesbian, gay, bisexual and transgender (LGBT) workplace equality, administered by the Human Rights Campaign (HRC) Foundation. Diageo has been consistently recognized as one of the "Best Places to Work" and listed as one of the top companies that support equality for LGBT employees. This is the eighth consecutive year Diageo has earned a perfect score on this index.

"We strive to ensure Diageo is an employer that respects, values, and embraces the talents and contributions of all our employees, including those in the LGBT community," said Deirdre Mahlan, President, Diageo North America. "We're grateful the Human Rights Campaign has recognized our efforts and achievements related to workplace equality for the past eight years, and we're committed to continuing these inclusive policies and practices for the future."

The 2016 CEI rated 1,027 businesses in the report, which evaluates LGBT-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community. Through extensive efforts, Diageo fully satisfied the CEI's criteria, resulting in a 100 percent ranking and the designation as a Best Place to Work for LGBT Equality from the Human Rights Campaign.

"In this 2016 Corporate Equality Index, hundreds of major businesses responded to our new standards for workplace equality with exceptional leadership. Diageo not only meets these standards, it goes above and beyond the call of duty, making commitment to equality a fundamental aspect of its corporate values," said HRC Foundation Workplace Equality Program Director Deena Fidas.

Diageo has been an early and active supporter of equal rights of all people, and actions include signing onto the U.S. Supreme Court amicus brief challenging the Defense of Marriage Act (DOMA), which was successfully repealed. The company also has seven employee resource groups (ERGs) that are all inclusive and are a resource to the company for recruitment, retention, employee engagement, innovation and community partnerships. They represent ethnicity, gender, LGBT, Sustainability and Career Development. Diageo's Rainbow Network, the ERG for LGBT employees and allies, was one of the first ERGs at the company and remains one of its most active.

"It feels great to work for a company that consistently encourages diversity and inclusion," said Jeanine Dooley, a co-leader of Diageo's Rainbow Network and Director in Supply. "The impact that the Rainbow Network has been able to achieve, not just at Diageo, but within the broader community, is a testament to Diageo's commitment to inclusion."

Diageo has received multiple accolades celebrating the company's culture of inclusion. Most recently the company was honored in Diversity MBA's "50 Out Front Companies for Diversity Leadership" and also secured a spot for the seventh consecutive year on *Working Mother* magazine's "100 Best Companies for Working Mothers" list. For more information on the 2016 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

About The HRC Foundation

The Human Rights Campaign is America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality. By inspiring and engaging all Americans, HRC strives to end discrimination against LGBT citizens and realize a nation that achieves fundamental fairness and equality for all.

About Diageo

Diageo is a global leader in beverage alcohol with an outstanding collection of brands across spirits, beer and wine categories. These brands include Johnnie Walker, Crown Royal, Bulleit and Buchanan's whiskies, Smirnoff, Cîroc and Ketel One vodkas, Captain Morgan, Baileys, Don Julio, Tanqueray, Guinness, and

Beaulieu Vineyard and Sterling Vineyards wines.

Diageo is a global company, and our products are sold in more than 180 countries around the world. The company is listed on both the London Stock Exchange (DGE) and the New York Stock Exchange (DEO). For more information about Diageo, our people, our brands, and performance, visit us at www.diageo.com. Visit Diageo's global responsible drinking resource, www.DRINKiQ.com, for information, initiatives, and ways to share best practice.

Follow us on Twitter for news and information about Diageo North America: @Diageo_NA.

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