



Disability 100 Findings report

MAY 2021

Tortois^{es}

IN PARTNERSHIP WITH
The
Valuable
500

Foreword

In the first Disability 100 Report by Tortoise, we have taken an in-depth look at the reporting by FTSE 100 companies on issues of disability inclusion and representation. Disability is often treated as a third rate matter, falling behind gender and ethnicity in terms of the corporate agenda, marketing attention and regulatory focus – yet disability impacts more than a billion people around the world, some 15% of the global population, and millions of people in employment.

This report is the result of a partnership with the Valuable 500, a group comprising 500 multinational companies who've made public leadership commitments to disability inclusion. This group aims to ignite an historic global movement around diversity in business. The Valuable 500 community believes that business must take the lead, and that government and wider society will follow. Truly inclusive business can build a truly inclusive society.

We hope you find the content of this report insightful and informative, and that the urgency of the message it captures is clear.



A handwritten signature in black ink, appearing to read 'Alexandra M'.

Alexandra Mousavizadeh
Director of Tortoise Intelligence



A handwritten signature in black ink, appearing to read 'Caroline Casey'.

Caroline Casey
Founder of The Valuable 500

Representation

This research is based on reporting by the FTSE 100 and the visibility of disclosures around disability.

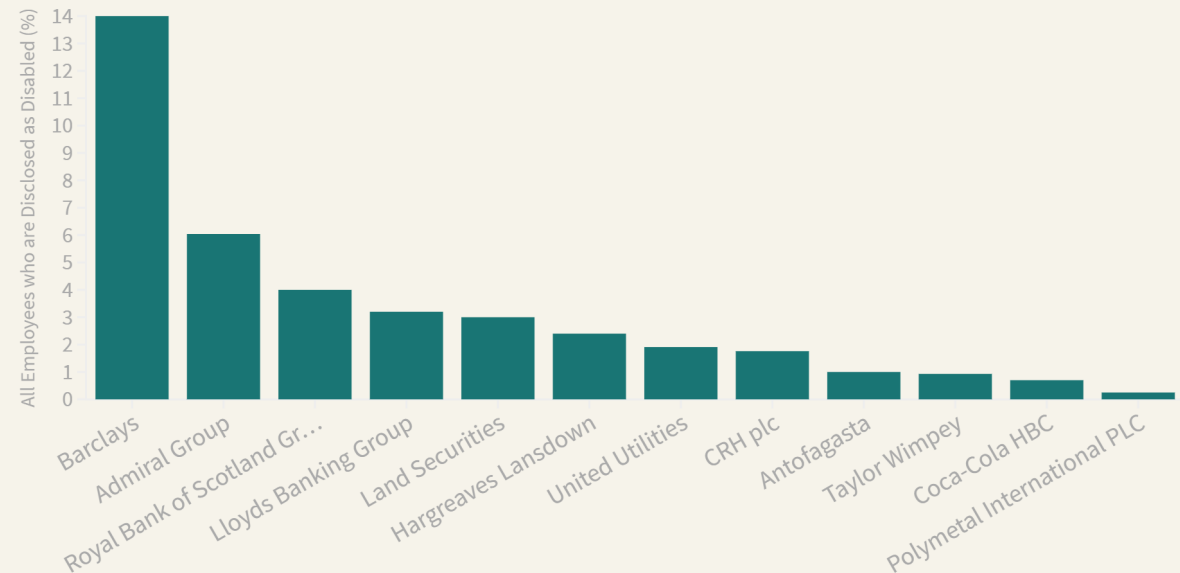
The key results are:

- There are no executives or senior managers who have disclosed a disability, at any of the FTSE 100 companies, according to reporting.
- 12 of 100 companies report on the total number of their employees who are disclosed as disabled. An additional 8 companies (20 of 100) say they give all employees the opportunity to disclose.
- The 8 additional companies say that they conduct internal reporting of disabilities, but do not make this information available to the public.

Proportion of All Employees who are Disclosed as Disabled (%)

according to company reporting amongst the FTSE100.

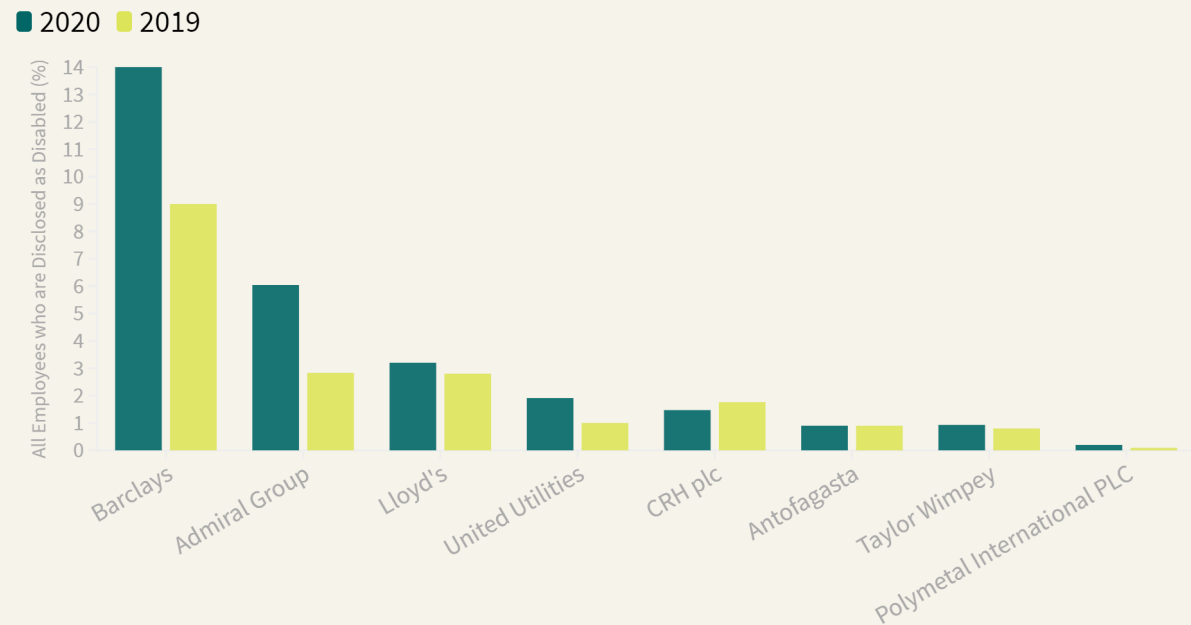
■ 2020



- 3 of 100 companies report on the percentage of employees who would 'Prefer Not to Say' or 'Did Not Disclose' a disability. Some senior managers and executives may choose not to disclose a disability in company reporting.

- The highest reported rate of representation of people disclosed as disabled amongst employees in the FTSE 100 is 14%, at Barclays.
- **36 of 100** responded to Tortoise with additional information on disability. The remaining companies did not provide further information to supplement their reporting.
- The average representation of people with disabilities amongst employees as reported by FTSE 100 companies stands at 3.2%.
- **8 of 100** companies have reported on the total number of their employees who are disclosed as disabled for more than one year – in this period the trend is an increase in representation.

Proportion of All Employees who are Disclosed as Disabled (%) over time.
according to company reporting amongst the FTSE100.

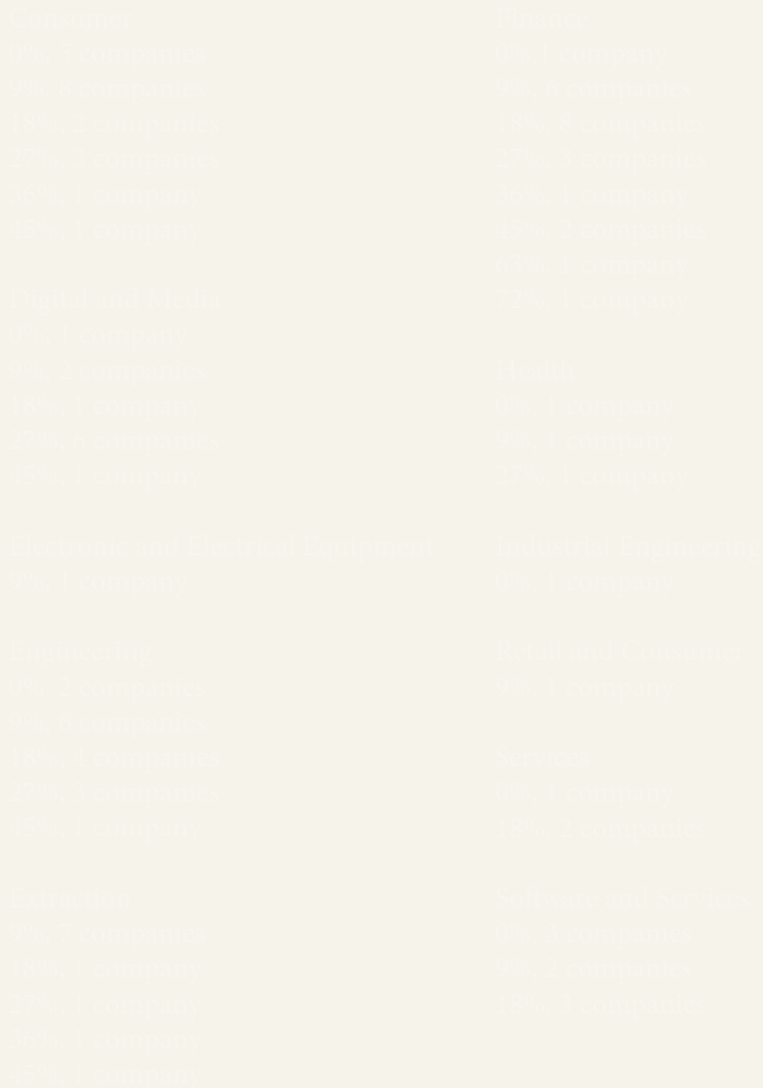


Proportion of All Employees who are Disclosed as Disabled over time according to company reporting amongst the FTSE100.

- Barclays: 3.1% in 2019, 14% in 2020
- Admiral Group: 2.9% in 2019, 6.1% in 2020
- Lloyd's: 2.9% in 2019, 3.2% in 2020
- United Utilities: 1.9% in 2019, 2% in 2020
- CRH plc: 2% in 2019, 1.8% in 2020
- Antofagasta: 1.1% in 2019, 1.1% in 2020
- Taylor Wimpey: 0.9% in 2019, 1% in 2020
- Polymetal International PLC: 0.2% in 2019, 0.4% in 2020

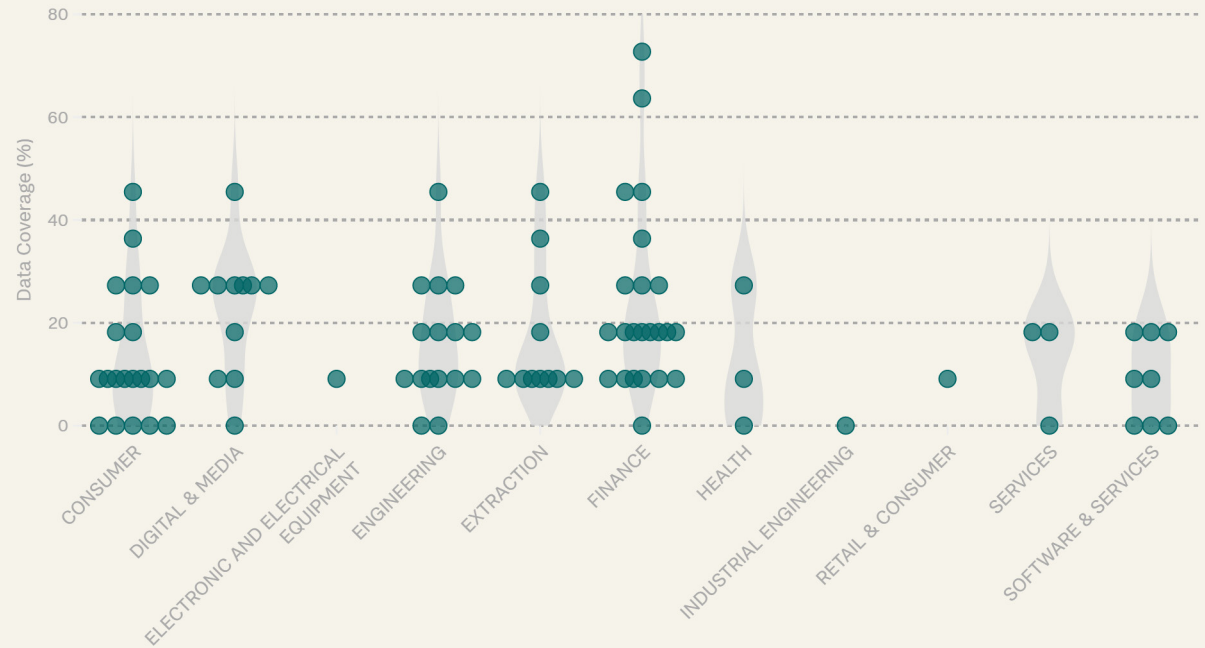
Action

Data Coverage Percentage by Sector



- Only 5 of 100 have issued board level statements on disability as part of their leadership agenda.
- The Finance sector sees the highest levels of reporting and activity on the indicators measured (see Appendix for further information on sectors).

The Finance sector reports most comprehensively on disability inclusion.



Action

- Companies in the Finance sector consistently provide more information on disability than is average for the FTSE 100. The above plot shows the distribution of companies according to their sector, and the data coverage that they provide on key questions related to disability.
- Website accessibility, and compliance with established guidelines is the most comprehensively reported and achieved measure, with **71 of 100** companies meeting the requirements for WCAG Content Accessibility.
- **37 of 100** companies in the FTSE 100 have established employee resource groups (or equivalent) specifically to support people with disabilities.

Intention

Data Coverage Percentage by Membership

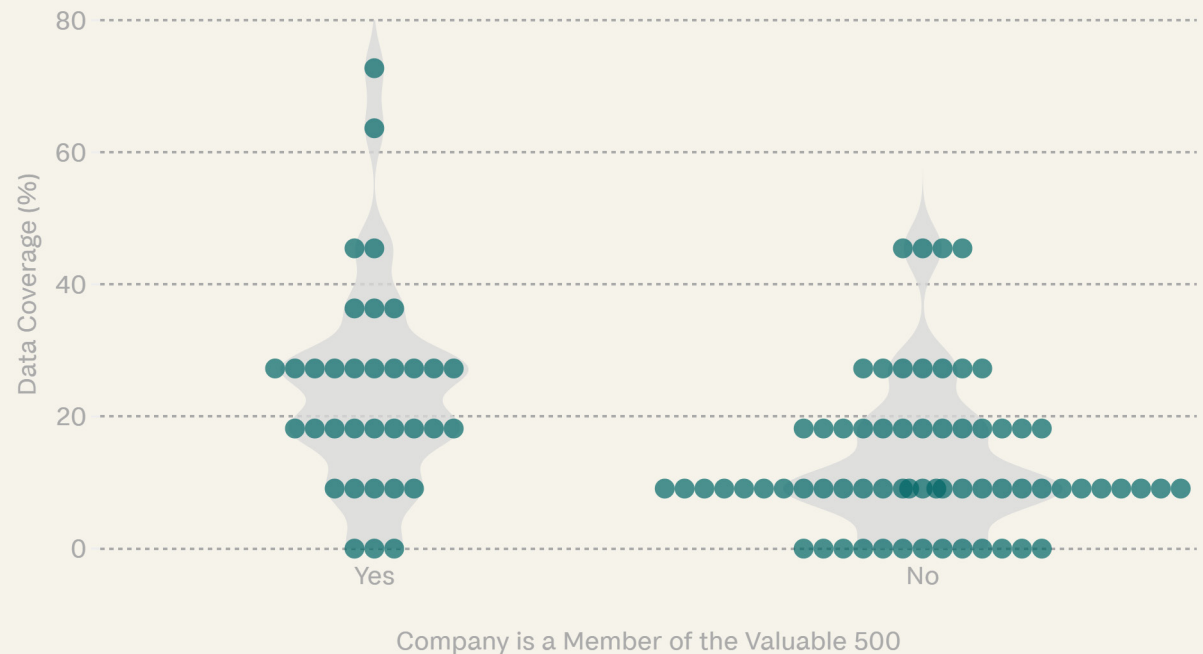
Valuable 500 members more likely to provide data on disability

Members
100% 100 companies
95% 95 companies
90% 90 companies
85% 85 companies
80% 80 companies
75% 75 companies
70% 70 companies
65% 65 companies
60% 60 companies
55% 55 companies
50% 50 companies
45% 45 companies
40% 40 companies
35% 35 companies
30% 30 companies
25% 25 companies
20% 20 companies
15% 15 companies
10% 10 companies
5% 5 companies
Average 40.4% per member

Non-members
100% 13 companies
95% 8 companies
90% 8 companies
85% 9 companies
80% 10 companies
75% 9 companies
70% 9 companies
65% 8 companies
60% 8 companies
55% 7 companies
50% 7 companies
45% 6 companies
40% 6 companies
35% 5 companies
30% 5 companies
25% 4 companies
20% 4 companies
15% 3 companies
10% 3 companies
5% 2 companies
Average 33.1% per non-member

- 16 of 100 companies set credible targets related to the representation of people with disabilities, and further research suggests that this figure is set to rise; targets and goals related to increasing accessibility are equally common. Targets are specific and timebound.
- There is a correlation between Valuable 500 Membership and more comprehensive reporting on key factors related to disability. Overall, the presence of employee resource groups and the level of target setting is higher amongst Valuable 500 members.

Valuable 500 Members are more likely to provide data on Disability



Methodology

Sectors: Tortoise used the sector-by-sector definition of each FTSE 100 company outlined by the LSE.

Annual Report & Survey: Tortoise collected initial information from FTSE 100 companies through their annual reports and other documentation. Each company was also directly contacted for amendments and additional information. **36 of 100** companies submitted additional information. **All insight contained in the Disability 100 report is a reflection of publically available information and responses received directly from companies.** Transparency and reporting should be a priority for companies, and the use of publically available data means that this research is a representation of the information readily available in shaping public opinion.

Disability data: Tortoise received **59** responses to specific survey questions on data points included in the initial information from FTSE 100 companies.

Roles: Executives and senior managers are not always consistently defined in company reporting. As such, we have also included groups such as 'senior leadership' 'senior management staff' as synonymous with 'senior management'. In some cases there may be discrepancies between company definitions. 'Executives' in this case represent board level executives and chairs.

Sector-by-sector Data coverage

FINANCE

22 of 100 companies, average data coverage of 24%

ENGINEERING

16 of 100 companies, average data coverage of 17%

EXTRACTION

10 of 100 companies, average data coverage of 15%

RETAIL & CONSUMER

18 of 100 companies, average data coverage of 15%

SERVICES

23 of 100 companies, average data coverage of 15%

Appendix

- **12 of 100 companies report on the total number of their employees who are disclosed as disabled. An additional 8 companies (20 of 100) say they give all employees the opportunity to disclose.**
Polymetal International PLC, Coca-Cola HBC, Taylor Wimpey, Antofagasta, CRH plc, United Utilities, Hargreaves Lansdown, Land Securities, Lloyds Banking Group, Royal Bank of Scotland Group, Admiral Group, Barclays
- **The 8 companies conduct internal reporting of disabilities, but do not make this information available to the public.**
Aviva, Imperial Brands, SSE plc, Standard Chartered, Phoenix Group, Anglo American, Severn Trent, Schroders
- **3 of 100 companies report on the percentage of employees who would ‘Prefer Not to Say’ or ‘Did Not Disclose’ a disability.**
Land Securities (Board Members: 14.3%), Admiral Group (All employees: 19%), Ocado (1 Board Member ‘Prefer Not to Say’).
- **8 of 100 companies have reported on the total number of their employees who are disclosed as disabled over more than one year - in this period the trend is an increase in representation.**
Polymetal International PLC, Taylor Wimpey, Antofagasta, CRH plc, United Utilities, Lloyds Banking Group, Admiral Group, Barclays
- **Only 5 of 100 have issues board level statements on disability as part of their leadership agenda.**
Admiral Group, Barclays, Auto Trader Group, Sainsbury’s, Vodafone Group
- **Website accessibility, and compliance with established guidelines is the most comprehensively reported and achieved measure, with 71 of 100 companies meeting the requirements for WCAG Content Accessibility.**
Admiral Group, Barclays, Auto Trader Group, Sainsbury’s, Vodafone Group, Taylor Wimpey, Antofagasta, CRH plc, United Utilities, Lloyds Banking Group, Aviva, SSE plc, Standard Chartered, Coca-Cola HBC, Royal Bank of Scotland Group, Anglo American plc, Associated British Foods, Avast, AstraZeneca, BAE Systems, British American Tobacco, Barratt Developments, BHP, British Land, B&M, Bunzl, BT Group, Compass Group, DCC plc, Experian, Ferguson plc, Flutter Entertainment, Fresnillo plc, Glencore, GlaxoSmithKline, Halma, HSBC, Homeserve, International Airlines Group, Intermediate Capital Holdings, 3i, JD Sports, Johnson Matthey, Kingfisher, Legal & General, London Stock Exchange Group, M&G, National Grid plc, Next plc, Ocado, Phoenix Group, Prudential plc, Persimmon plc, Pearson plc, Royal Dutch Shell, RELX, Rightmove, Rolls-Royce Holdings, RSA Insurance Group, Renishaw, Rentokil Initial, Schroders, Sage Group, Segro, Smith & Nephew, Spirax-Sarco Engineering, St. James’s Place plc, Severn Trent, Tesco, WPP plc, Whitbread.

Appendix

- **37 of 100 companies in the FTSE 100 have already established employee resource groups (or equivalent) specifically to support people with disabilities; Sage Group have plans to start a colleague success group in 2021, with a focus on disability.**

Admiral Group, Barclays, Auto Trader Group, Sainsbury's, Vodafone Group, Antofagasta, United Utilities, Lloyds Banking Group, Aviva, Standard Chartered, Royal Bank of Scotland Group, Anglo American plc, BAE Systems, British Land, BT Group, Experian, GlaxoSmithKline, HSBC, Homeserve, Johnson Matthey, Legal & General, London Stock Exchange Group, M&G, National Grid plc, Ocado, Prudential plc, Pearson plc, Royal Dutch Shell, RELX, Rolls-Royce Holdings, Schroders, Tesco, WPP plc, Land Securities, BP, Standard Life Aberdeen, Unilever.

- **16 of 100 companies set credible targets related to the representation of people with disabilities, and further research suggests that this figure is set to rise; targets and goals related to increasing accessibility are equally common.**

Barclays, Lloyds Banking Group, Aviva, Unilever, Mondi, British American Tobacco, BHP, Sainsbury's, Standard Chartered, GlaxoSmithKline, Johnson Matthey, National Grid plc, Taylor Wimpey, Compass Group, Phoenix Group, Evraz.