

DISABILITY INDEXTM

Premiere Insights

Test Company

64/76

Raw Score

Advanced

Proficiency Level

★ 2025 World's Top Disability Inclusive Business

Raw Score	Proficiency Level	Description
65-76	Distinguished	Industry-leading disability inclusion with deeply embedded and innovative practices.
52-64	Advanced	Strong leadership and integration of disability inclusion practices.
39-51	Competent	Solid, consistent practices demonstrated across multiple functional areas.
26-38	Emerging	Inclusion efforts are growing with increased consistency across areas.
13-25	Foundational	Basic inclusion practices are in place, but a more structured approach is needed.
0-12	Developing	Early stage with limited disability inclusion efforts; significant room for growth.

Legal Disclaimer: This report is offered for informational purposes only. Any information provided herein does not represent legal advice and should not be acted or relied upon as such. If you do act or rely upon it for that purpose, you do so at your own risk. For legal advice, please consult legal counsel.

Scoring Approach

64/76
Advanced

Methodology

There are 9 categories and 76 Scored Questions in the Disability Index. Based on score, the business falls into one of the following disability inclusion Proficiency Levels: Developing, Foundational, Emerging, Competent, Advanced, Distinguished.

Companies with Competent, Advanced, and Distinguished proficiency levels are recognized as "World's Top Disability Inclusive Business".



Culture

Score: 5/10

Percentile: 50th



Leadership

Score: 3/6

Percentile: 100th



Accessibility

Score: 5/9

Percentile: 100th



Benefits

Score: 6/6

Percentile: 100th



Recruitment

Score: 8/8

Percentile: 100th



Career Development

Score: 7/7

Percentile: 100th



Accommodations and Adjustments

Score: 10/10

Percentile: 100th



Marketing and Communications

Score: 8/8

Percentile: 100th



Supply Chain Inclusion

Score: 12/12

Percentile: 100th

Index Responses

Industry: Technology

Index Responses, reflect a list of all scored questions in the Disability Index where an affirmative answer represents a single point. Next to each question, is the business's response, the percent of all participating companies that answered affirmatively, and then the percent of companies in the business-selected industry that answered affirmatively. This benchmark compares the answers against all participants and industry peers. For each question, there is a graphic barometer; on the barometer, light green indicates the adoption rate among the comparison group (percent of affirmative answers).

Culture

Question	Response	2025 All Index Responses	2025 Industry Responses
1. Does your business have a written statement of commitment to inclusion in the workplace that specifically mentions disability?	Yes	 60%	 100%
2. Does your business have an officially recognized disability-focused Employee Resource Group (ERG) or Business Resource Group (BRG)?	No	 40%	 0%
3. Does the disability-focused ERG/BRG have a senior executive champion or sponsor?	No	 40%	 0%
4. Does the disability-focused ERG/BRG have a budget?	Yes	 60%	 100%
5. Is the disability-focused ERG/BRG mentioned on your public-facing website?	Yes	 40%	 100%

Culture

Question	Response	2025 All Index Responses	2025 Industry Responses
6. Does your business provide employees an opportunity to self-identify as a person with a disability?	No	 20%	 0%
7. Does your business have a campaign to encourage employees to participate in confidential self-identification?	No	 0%	 0%
8. Does your business publish an annual sustainability or impact report that specifically mentions disability inclusion in the workforce?	No	 20%	 0%
9. Does your annual report include workforce disability participation statistics, for example, disability representation statistics, self-identification data, or official disability percentages?	Yes	 60%	 100%
10. Has your business's most recent annual report been audited for accessibility?	Yes	 60%	 100%



Leadership

Question	Response	2025 All Index Responses	2025 Industry Responses
11. Does your business have an inclusion council that specifically mentions disability inclusion as an area of focus?	Yes	 50%	 100%
12. Does the inclusion council have a member who is publicly open about being a person with a disability and/or a public supporter of disability inclusion?	No	 0%	 0%
13. In the past year, has your business supported senior executives' engagement with disability inclusion outside of your organization (e.g., participation on a board for a disability-focused non-profit, disability-focused working group, and/or a public event appearance)?	Yes	 50%	 100%
14. Is there a senior executive inside your business who self-identifies as being a person with a disability and/or a public supporter of disability inclusion?	Yes	 50%	 100%
15. Do your business' corporate governance charters include disability (e.g., board of director recruiting guidelines, corporate governance framework, partnership terms, or nominating committee charter)?	No	 0%	 0%
16. Does your business include disability in its corporate governance/board demographic disclosures (e.g., proxy voting statement, ESG report, annual report, 10k filing)?	No	 0%	 0%



Accessibility

Question	Response	2025 All Index Responses	2025 Industry Responses
17. Does your business have an accessibility policy for acquiring new buildings and facilities (including universal design considerations)?	No	 0%	 0%
18. Does your business have any public-facing and/or internal policy commitments to ensure that people with disabilities can access all owned and leased business locations, buildings, and facilities?	No	 0%	 0%
19. Does your business have a policy to identify and remove physical access barriers in existing company buildings?	No	 0%	 0%
20. Does your business have an emergency preparedness policy, procedure, or business continuity plan in place that explicitly mentions people with disabilities?	No	 0%	 0%
21. Is your business' emergency preparedness policy, procedure, or business continuity plan communicated to employees in an accessible format?	Yes	 50%	 100%
22. Does your business provide any universally designed physical assistive enhancements or supports that benefit all employees in the workplace (e.g., sensory spaces, ergonomic office equipment, flexible seating, quiet spaces, individual desks, etc.)?	Yes	 50%	 100%
23. Does your business have any public-facing and/or internal commitments towards ensuring that employees with disabilities can access internal digital content (e.g., internal information and communication technology)?	Yes	 50%	 100%
24. Does your business audit third party digital employee platforms for accessibility (e.g., HR systems, productivity apps, platforms, learning management systems, and experiences such as presentations and training)?	Yes	 50%	 100%



Accessibility

Question	Response	2025 All Index Responses	2025 Industry Responses
25. Does your business provide any universally designed digital assistive enhancements or supports that benefit all employees in the workplace (e.g., transcription, closed captions, real time text, audio descriptions, etc.)?	Yes	50%	100%



Benefits

Question	Response	2025 All Index Responses	2025 Industry Responses
26. Does your business offer any mental health and well-being benefits above and beyond what is required by law or provided by the government?	Yes	 100%	 100%
27. Does your business ensure that employees have access to coverage against loss of income due to short-term disability (e.g., short-term disability insurance and/or government benefits)?	Yes	 100%	 100%
28. Does your business ensure that employees have access to coverage against loss of income due to long-term disability (e.g., long-term disability insurance and/or government benefits)?	Yes	 100%	 100%
29. Does your business ensure that all employees have access to coverage for benefits that provide hearing aids (including partial coverage)?	Yes	 100%	 100%
30. Does your business ensure that all employees have access to coverage for benefits that provide vision care (including partial coverage)?	Yes	 100%	 100%
31. Does your business provide information about employee benefits and enrollment provided in a format that is accessible to people with disabilities (accessible with a screen reader, switch controls, etc.)?	Yes	 100%	 100%



Recruitment

Question	Response	2025 All Index Responses	2025 Industry Responses
32. Does your business currently use numerical data to track hiring people with disabilities (subject to legal restrictions on the collection of data)?	Yes	 100%	 100%
33. Does your business set its own representation or utilization goal for people with disabilities?	Yes	 100%	 100%
34. Is there a senior executive who is briefed on the progress against your disability commitments?	Yes	 100%	 100%
35. Does your business' non-discrimination policy specifically mention disability on your public-facing recruitment/career website?	Yes	 100%	 100%
36. Does your business make all job interview candidates aware of the option to request accommodations or adjustments for an interview?	Yes	 80%	 100%
37. Does your business have a process for requesting disability accommodations or adjustments for the application process on your public-facing recruitment/career website?	Yes	 80%	 100%
38. Does your business train recruitment professionals on disability inclusive hiring practices?	Yes	 80%	 100%
39. Does your business have external recruitment efforts in place that are specifically geared toward hiring qualified candidates with disabilities?	Yes	 100%	 100%

Career Development

Question	Response	2025 All Index Responses	2025 Industry Responses
40. Does your non-discrimination policy extend to retention and advancement?	Yes	 100%	 100%
41. Does your business have employee retention and advancement programs that include people with disabilities?	Yes	 100%	 100%
42. Does your business include information about disability inclusion in new hire orientation?	Yes	 100%	 100%
43. Does your business offer disability inclusion trainings that go above and beyond new hire orientation?	Yes	 100%	 100%
44. Does your business encourage all people managers to complete disability inclusion trainings that go above and beyond new hire orientation training?	Yes	 100%	 100%
45. Do you have a formal supported employment program for employees with disabilities?	Yes	 100%	 100%
46. Does your business ensure that all employees with disabilities are paid at least the adequate minimum wage/living wage?	Yes	 100%	 100%



Accommodations and Adjustments

Question	Response	2025 All Index Responses	2025 Industry Responses
47. Does your business have a disability accommodation or workplace adjustment policy that is posted where all employees can access it, including employees with disabilities (e.g., policy is accessible with a screen reader, switch controls, etc.)?	Yes	 100%	 100%
48. Does your business set a timeframe to acknowledge the receipt of an accommodation or adjustment request?	Yes	 100%	 100%
49. Does your business track timelines for fulfilling a request for a disability accommodation or adjustment?	Yes	 100%	 100%
50. Does your business have a case management system to manage accommodation or adjustment requests?	Yes	 100%	 100%
51. Does your business offer flexible/remote work accommodations for employees with disabilities?	Yes	 100%	 100%
52. Does your business have a written disability accommodation or adjustment procedure which explains the process for requesting support, including steps that need to be taken to request an accommodation or adjustment?	Yes	 100%	 100%
53. Is the disability accommodation procedure posted where all employees can access it, including employees with disabilities (e.g., accessible with a screen reader, switch controls, etc.)?	Yes	 100%	 100%
54. Does your business track accommodation metrics, such as the number of requests, the cost of the accommodations, etc.?	Yes	 100%	 100%



Accommodations and Adjustments

Question	Response	2025 All Index Responses	2025 Industry Responses
55. Does your business either have a centralized accommodations fund or allow managers to have a “budget margin” for disability accommodation expenses?	Yes	 100%	 100%
56. Does your business offer personal assistance services (e.g., non-medical personal assistance, sign language interpreter, work-related personal care assistance, and travel assistance) in the workplace as an accommodation or adjustment?	Yes	 100%	 100%



Marketing and Communications

Question	Response	2025 All Index Responses	2025 Industry Responses
57. Does your business have any public-facing or internal commitments to depict people with disabilities authentically and affirmingly in your internal communications (e.g., benefits materials, bulletins, emails, intranet)?	Yes	100%	100%
58. Does your business have any public-facing or internal commitments to represent people with disabilities authentically and affirmingly in external marketing and communication efforts (e.g., ad placement, marketing campaigns, website, stock images, and influencer efforts)?	Yes	100%	100%
59. Does your business have any public-facing or internal commitments to include employees with disabilities in the creative process for marketing and communications campaigns?	Yes	100%	100%
60. Does your business include any reminders for accessibility and inclusion in your creative brief?	Yes	100%	100%
61. Does your business audit external publications for accessibility (e.g., websites, apps, social media, ads)?	Yes	100%	100%
62. Does your business conduct usability studies for your highest traffic URLs to verify that your websites work effectively with screen reading, switch controls, and other assistive technology?	Yes	100%	100%
63. Does your business have resources dedicated to resolve accessibility and compatibility issues for customers and clients to use externally facing digital products and content?	Yes	100%	100%
64. Does your business require marketing and communication agencies who provide Public Relations or Advertising content to meet accessibility requirements as a condition of purchase?	Yes	100%	100%



Supply Chain Inclusion

Question	Response	2025 All Index Responses	2025 Industry Responses
65. Does your business have a supplier inclusion or inclusive procurement initiative that includes disability-owned businesses?	Yes	 100%	 100%
66. Is your business's supplier inclusion initiative supported by a public statement of commitment from a senior executive?	Yes	 100%	 100%
67. Does your business have a supplier inclusion council/committee with disability inclusion as an area of focus?	Yes	 100%	 100%
68. Does your business's list of preferred third-party certification/verification agencies include a disability-owned business certification (for example, Disability:IN, Inclusive Workplace and Supply Council Canada, Integrare)?	Yes	 100%	 100%
69. In the past year, did your business have expenditures with certified disability-owned businesses?	Yes	 100%	 100%
70. Does your business have a supplier inclusion or inclusive procurement spend goal that includes disability as a measured component?	Yes	 100%	 100%
71. Does your business have a Tier 2 supplier inclusion program that encourages prime suppliers to have expenditures with disability-owned businesses?	Yes	 100%	 100%
72. Does your business have a policy in place to ensure that contractors and subcontractors pay their employees with disabilities the adequate minimum wage/living wage, where applicable?	Yes	 100%	 100%



Supply Chain Inclusion

Question	Response	2025 All Index Responses	2025 Industry Responses
73. Does your business require suppliers/vendors to meet physical and digital accessibility requirements as a condition of purchase (e.g., incorporating web content accessibility guidelines or universal design standards into supplier code of conduct, request for proposal, etc.)?	Yes	 100%	 100%
74. Does your business dedicate resources to verifying that the products/services you purchase are accessible to people with disabilities (e.g., employees, contractors, or agencies)?	Yes	 100%	 100%
75. Does your business have a formal process to remediate accessibility issues originating from suppliers/vendors?	Yes	 100%	 100%
76. Does your business include accessibility guidelines for vendors/suppliers in your sourcing documents (e.g., public-facing website, RFP, Supplier Code of Conduct, etc.)?	Yes	 100%	 100%



Recommendations

By Section



Culture

Recommendations

Adoption Rate

- | | |
|---|------------|
| <ul style="list-style-type: none"> • Q2 - Disability-focused ERGs play a strategic role in advancing workforce engagement, leadership development, innovation, and retention (Brown Consulting, 2015). These outcomes contribute to stronger workforce engagement, reduced turnover costs, and enhanced collaboration; factors that influence operational efficiency and long-term profitability. To maximize impact, companies are encouraged to establish a disability-focused E/BRG (Employee/Business Resource Group) with executive sponsorship, clear objectives, and alignment to broader business goals. | 40% |
| <ul style="list-style-type: none"> • Q3 - An effective ERG executive sponsor can amplify the groups efforts up to 10 times (McKinsey, 2022). These leaders serve as a bridge to senior leadership, ensuring alignment with company strategy and enabling executive visibility, which can accelerate internal buy-in and resource allocation. To be most effective, executive sponsors should actively participate, publicly support the ERG's work, and ensure disability inclusion remains a business priority. | 40% |
| <ul style="list-style-type: none"> • Q6 - Offering a confidential option for employees to self-identify as having a disability enables companies to better understand workforce demographics, shape policies, fulfill regulatory reporting, and track progress over time (Disability:IN, 2023). Voluntary self-ID is associated with higher disability employment rates and helps inform strategic investments in support and accessibility. (Journal of Occupational Rehabilitation, 2020) This data also strengthens compliance with global disability regulations in more than 100 countries and ESG disclosure frameworks. Employers can embed voluntary self-ID within HR systems, anonymous surveys, or confidential third-party data collection tools to gather actionable information while protecting employee privacy. | 20% |

Recommendations

Adoption Rate

- | | |
|---|------------|
| <ul style="list-style-type: none">• Q7 - Disability:IN's analysis of corporate self-identification strategies found that successful campaigns rely on: thoughtful timing, multi-channel communications, and sustained effort. High-performing companies align campaigns with public disability awareness dates, avoid overlap with benefits enrollment, and coordinate messaging across internal channels. Data also shows that the most effective efforts feature senior leaders, use mixed media formats, and provide clear assurances of privacy. | 0% |
| <ul style="list-style-type: none">• Q8 - According to Disability:IN's On The Verge research series, 65% of Global and U.S. Fortune 500 companies are publicly reporting on disability- underscoring its emergence as a core component of ESG strategy. Leading companies share both qualitative and quantitative data, including ERG participation, workforce representation, and procurement spending with disability-owned businesses. Publishing this data strengthens transparency, investor confidence, and signals that disability inclusion has been embraced as a material asset in business performance. | 20% |



Recommendations

Adoption
Rate

- Q12 - Senior-level representation is essential to the impact of an inclusion council. Studies performed by McKinsey, Deloitte, Boston Consulting Group, and published in Harvard Business Review support the use of inclusion councils, and underscore the importance of senior representation. Whether that's a vocal ally for the disability community, such a caregiver or parent, or a senior leader with a disability, representation is key to the success of the inclusion council's mission to represent the disability community at the highest level of company leadership. This visibility improves trust, enhances cross-functional alignment, and directly supports workforce productivity and retention, which are key drivers of bottom-line performance. **0%**
- Q15 - Disability inclusive boards leverage the "unique set of life-learning skills and perspectives that help boards make better decisions" (Kennedy, 2023). That's why Disability:IN encourages companies to update their corporate governance charters to include disability as a desirable facet of diversity in the context of their corporate boards. Disability:IN's Boards Are IN initiative offers companies model language to make revisions to their governance documents. These revisions help companies align with ESG mandates and drive smarter, more inclusive business outcomes. **0%**

Disability-inclusive boards benefit from a broader range of perspectives, helping drive better decision-making and governance. As noted in Boards Are IN (Kennedy, 2023), leaders with disabilities bring a unique set of life and leadership experiences that strengthen board effectiveness. Disability:IN encourages companies to explicitly include disability as a valued dimension of diversity in their governance documents. Doing so not only aligns with evolving ESG expectations—it reinforces inclusive leadership as a lever for long-term performance and accountability.

Recommendations

**Adoption
Rate**

- Q16 - While few countries currently mandate disability disclosure at the board level, Disability:IN's 2023 study highlights a growing shift toward transparency. The EU's Corporate Sustainability Reporting Directive (CSRD) signals that companies may soon be expected to report board-level disability representation if deemed material to their impact or financial performance. Forward-thinking companies are encouraged to invite voluntary self-identification among board members as part of achieving a well-composed corporate board.

0%

Recommendations

**Adoption
Rate**

- | | |
|--|-----------|
| <ul style="list-style-type: none"> • Q17 - Accessible buildings are both a compliance necessity in many countries and a strategic asset. Businesses that implement accessibility policies for new construction, leasing, and facility upgrades expand access for employees, clients, customers, and vendors—including those with disabilities, mobility needs, or caregiving responsibilities. Prioritizing accessible environments through universal design strengthens brand reputation and engagement. | 0% |
| <ul style="list-style-type: none"> • Q18 - Businesses that set accessibility commitments for their facilities are increasing their market reach by ensuring that employees, vendors, clients, and customers with disabilities (or other mobility considerations such as delivery hand trucks or strollers) are able to access their buildings. By setting policies that ensure barrier-free access across all facilities, businesses expand their market reach and reduce legal, financial, and operational risk. New legislation in the EU asks companies to report on policy commitments, such as accessibility targets, in their annual sustainability reports since policy setting is an actionable step to mitigate financial, legal, and compliance risk that emerges from inaccessible facilities. | 0% |
| <ul style="list-style-type: none"> • Q19 - A structured policy to identify and address physical access barriers in existing facilities is essential to advancing disability inclusion and unlocking access to a broader customer base and talent pool. Effective policies include clear audit and reporting procedures, remediation plans, and assigned ownership to ensure follow-through. Proactively removing barriers demonstrates a commitment to disability inclusive design, reduces legal risk, and enhances brand trust among employees, customers, and stakeholders. | 0% |



Recommendations

Adoption
Rate

- Q20 - An emergency preparedness plan that explicitly includes people with disabilities is a bedrock consideration for an inclusive organization. An inaccessible policy or a policy that overlooks the specific needs of people with disabilities (for example, those with vision, hearing, or mobility impairments or those who use assistive devices) creates an unsafe environment for employees, vendors, clients, and customers for disabilities. That's why Disability:IN encourages all companies to revisit their plans and ensure that they are proactively considering the needs of all employees. Inclusive planning not only mitigates risk but reinforces a company's commitment to safety, equity, and corporate responsibility.

0%

Join in Engagement Opportunities

Turning Insights Into Action

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. Together with the world's top companies, we drive progress through initiatives, tools, and expertise that deliver long-term business impact. Whether you're looking to deepen your commitment or start your journey, there's a path for you.

Data & Insights: Disability Index Executive Debrief

(\$5,000)

A one-hour virtual session with a subject matter expert, providing company-specific insights and recommendations based on your Disability Index results.

- Maximize value of benchmarking data to drive action.
- Opportunity to engage leadership and cross-functional teams.

Learning & Talent: Disability Inclusion Training – Course Catalog

(\$5,000)

A one-hour virtual training led by a subject matter expert, with a topic of your choice and time for Q&A.

- Equip your team with practical knowledge and proven strategies.
- Popular with internal teams and Employee/Business Resource Groups.

Advisory: Consulting Packages

(\$5,000)

Tap into customized support for your disability inclusion efforts—from initiatives, to campaigns and product design.

- Flexible and adaptable to any stage of maturity.
- Tailored guidance to move from intention to implementation.

Network & Events

Attend the Disability:IN Global Conference & Expo. Access cutting-edge sessions, the latest accessible tech innovations, ground-breaking research, and get in front of your clients and customers.

Become a Partner

Partnering with Disability:IN gives you access to exclusive data, resources, a peer-to-peer network of industry leaders, and employee engagement offerings.

Connect with Disability:IN to learn more about partnerships and pricing.

