

Open For Business strengthens its coalition with the addition of Ten World-Class companies

London, 10 December 2020 – Today, Open For Business is excited to announce the addition of ten new companies to our coalition of global companies promoting LGBT+ inclusive societies. By joining, these companies are not only showing their commitment to LGBT+ inclusion around the world, but also committing to further collaboration with their new coalition partners to build the economic and business case for LGBT+ inclusion. The companies joining today are **Allen & Overy, BD, Deloitte, Dow, Facebook, Herbert Smith Freehills, IKEA (Ingka Group), Kearney, L'Oréal, and Unilever.**

Our entire coalition celebrates this significant expansion of Open For Business and is excited to continue the important work of promoting LGBT+ inclusion.

The announcement was made by leaders of these new coalition companies, which can be viewed here: [link to video](#).

- [Allen & Overy](#) is a leading global law firm with over 40 offices around the world.
- [BD](#) is a leader in healthcare safety and medical research technology, employing nearly 50,000 globally.
- [Deloitte](#) is the largest multinational professional services firm in the world, with more than 330,000 people globally and 20,000 people in the UK.
- [Dow](#) is one of the most innovative materials science companies in the world with a presence in over 160 countries.
- [Facebook](#) is the largest social media platform in the world helping its 3 billion users come together.
- [Herbert Smith Freehills](#) is a leading global services firm, with offices in every region of the world.
- [IKEA](#) is the iconic retail arm of the Ingka Group, with over 370 stores across the globe.
- [Kearney](#) is a global management consulting firm with offices in over 40 countries.
- [L'Oréal](#) devoted itself to beauty for over 100 years, with its international portfolio of 36 brands.
- [Unilever](#) is a multinational consumer goods company with household brands used by 2.5 billion people every day.

Richard Houston, UK Chief Executive Office of Deloitte, said:

"We're proud to be part of the Open For Business coalition and join other global businesses in a commitment to LGBT+ inclusion. Diversity and inclusion are central to who we are as a firm – everyone should have a voice, be respected and have the opportunity to succeed. I believe that we have a responsibility to use our voice to make a difference in society. We're looking forward to working with Open For Business to build the economic case for LGBT+ inclusion around the world."

Justin D'Agostino, Chief Executive Officer of Herbert Smith Freehills, said:

"As a global law firm, we are proud to be a global leader in LGBT+ inclusion. Both for our own people and by working in partnership with others to support our communities. That's why I'm delighted to announce our latest partnership with Open For Business."

Peter List, Global Head of Equality, Diversity & Inclusion of Ingka Group (IKEA), said:

"For us, LGBT+ inclusion is everyone's responsibility. As a purpose-led business, we aim to expand our efforts to become a force for positive change in society. Joining Open For Business is an opportunity to unite our forces with likeminded companies that pledge to be a business voice for LGBT+ inclusion. Equality is a matter of common interest to societies, and this goes beyond the business case for an inclusive



workplace. There is a wider economic rationale for LGBT+ inclusion. It is increasingly recognized by public authorities across the world, and we need to build up and make these arguments known wherever we operate.”

Alex Liu, Managing Partner and Chairman of the Board of Directors of Kearney, said:

“What we can do as leaders is be the role models for the change that we desire. We should be allies to our proud colleagues, inspire them to do the same, and make commitments and resources available to programs and to causes that support this level of future justice.”

Alan Jope, Chief Executive Officer of Unilever, said:

“Unilever puts inclusion at the very top of our strategy. We want to be a beacon for diversity and inclusion in the business world. We want to be able to draw on the full diversity of talent that’s available to our business, and we know we can only do that by partnering with the very best organizations in their space. That’s where Open For Business comes in.”

- NOTES FOR EDITORS -

About Open For Business

Open For Business is a coalition of global companies making the case that inclusive, diverse societies are better for business and essential for economic growth. The purpose of the coalition is to advance LGBT+ inclusion globally, by presenting and promoting a positive economic and business case for equality of opportunity for everyone, across the world.

For more information on Open For Business, please visit <https://open-for-business.org/>.

Media Contact:

Kathryn Dovey
kdovey@open-for-business.org
+44 7387 414 940