

Diversity Leaders

Has your company made progress?

Best practice

Employee views help to whittle down 15,000 companies to just 850 in the latest instalment of the survey, writes *Maxine Kelly*



European companies evaluated on diversity of gender, ethnicity, age, disability and LGBT+

The second annual Diversity Leaders ranking comes at a time in which a global pandemic has forced remote working *en masse* and social justice movements have gained heightened attention within workplaces and elsewhere.

The survey, conducted by our research partner Statista, assesses employees' perception of companies' inclusiveness or efforts to promote various aspects of diversity. These include gender balance, openness to all forms of sexual orientation, race and ethnicity, disability and age.

Last year's ranking received intense interest and several companies contacted the FT and our research partner Statista to better understand their place on the list. This served to highlight that employees' perceptions are not always the same as those of their managers.

The interest shown in the inaugural list prompted us to extend the scope of the survey this time round to six more countries. This year's Diversity Leaders were identified between April and August 2020 through an independent survey of more than 100,000 employees across 16 countries: Austria; Belgium; Denmark; Finland; France; Germany; Ireland; Italy;

Luxembourg; the Netherlands; Norway; Poland; Spain; Sweden; Switzerland and the UK. Statista also sought the opinions of human resources and recruitment experts.

A call to evaluate employers was published on FT.com, inviting FT readers to share their views. All respondents were also given the chance to evaluate other prominent employers in their respective industries. To avoid any perceived conflict of interest, the Financial Times and Statista were excluded

the purpose of the exercise, participants were asked which

company or institution they worked for. Respondents were first asked to what extent they thought their employer promoted diversity on a scale from zero to 10. In further questions, employees were prompted to give their opinion on a series of statements about age, gender, ethnicity, disability and sexual orientation. The rate of agreement or disagreement regarding the statements was captured by the use of a five-point Likert scale.

The views of typically under-represented groups including women, the elderly, and the ethnically diverse were given more weight. The 850 companies receiving the highest total scores out of 15,000 companies assessed made the final list of Diversity Leaders. We look forward to further constructive dialogue with you. reports@ft.com



The survey covered 16 countries

from the companies eligible to be ranked.

The survey was conducted using online access panels, consisting of representative samples of the workforce in each of the 16 countries (even if companies' headquarters are shown in the list to be elsewhere). Without being told

Company	Country	Score	Rank
Google	USA	9.5	1
Facebook	USA	9.2	2
Amazon	USA	9.0	3
Microsoft	USA	8.8	4
Apple	USA	8.5	5
IBM	USA	8.2	6
Oracle	USA	8.0	7
SAP	Germany	7.8	8
Siemens	Germany	7.5	9
Merck	Germany	7.2	10
Novartis	Switzerland	7.0	11
Roche	Switzerland	6.8	12
Novo Nordisk	Denmark	6.5	13
Novartis	Switzerland	6.2	14
Novartis	Switzerland	6.0	15
Novartis	Switzerland	5.8	16
Novartis	Switzerland	5.5	17
Novartis	Switzerland	5.2	18
Novartis	Switzerland	5.0	19
Novartis	Switzerland	4.8	20
Novartis	Switzerland	4.5	21
Novartis	Switzerland	4.2	22
Novartis	Switzerland	4.0	23
Novartis	Switzerland	3.8	24
Novartis	Switzerland	3.5	25
Novartis	Switzerland	3.2	26
Novartis	Switzerland	3.0	27
Novartis	Switzerland	2.8	28
Novartis	Switzerland	2.5	29
Novartis	Switzerland	2.2	30
Novartis	Switzerland	2.0	31
Novartis	Switzerland	1.8	32
Novartis	Switzerland	1.5	33
Novartis	Switzerland	1.2	34
Novartis	Switzerland	1.0	35
Novartis	Switzerland	0.8	36
Novartis	Switzerland	0.5	37
Novartis	Switzerland	0.2	38
Novartis	Switzerland	0.0	39
Novartis	Switzerland	0.0	40

Diversity Leaders

Aerospace, Defence, Manufacture of Transport Equipment

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	MTU Aero Engines	784	Germany	38
2	Amazon	762	Germany	129
3	John Deere	749	Germany	224
4	Safran Group	748	France	233
5	Raytheon Technologies	746	Germany	242
6	Airbus	744	Netherlands	258
7	AirbusGroup	737	France	337
8	Saab Group	734	Sweden	363
9	Rolls-Royce	731	UK	392
10	Liebherr	724	Switzerland	478
11	AGCO	713	Switzerland	603
12	Thales Group	712	France	611
13	Navantia	710	Spain	636
14	Caterpillar	710	UK	639
15	Bombardier	697	UK	806

Automotive (Producers and Suppliers)

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Volvo Car Group	805	Sweden	13
2	Rolls-Royce Motor Cars	779	UK	50
3	Knorr-Bremse	775	Germany	63
4	SEAT	774	Spain	65
5	Tesla	774	Netherlands	67
6	Scania	772	Sweden	74
7	Hyundai Motor Company	770	Germany	88
8	AVL	766	Austria	109
9	Brose	756	Germany	165
10	Bosch	756	Germany	168
11	Gestamp	755	Spain	173
12	ZF Friedrichshafen	755	Germany	178
13	Volvo Group	749	Sweden	225
14	Porsche	749	Germany	227
15	Automobili Lamborghini	746	Italy	244
16	BMW	742	Germany	279
17	Daimler	738	Germany	316
18	Ferrari	735	Italy	351
19	Jaguar Landrover	732	UK	381
20	Magna	730	Germany	409
21	Aptiv	729	Ireland	417
22	MAHLE	729	Germany	422
23	Brembo	728	Italy	433
24	Ford Motor Company	728	Germany	434
25	Audi	721	Germany	511
26	Michelin	720	France	521
27	Volkswagen	720	Germany	522
28	Goodyear Dunlop	719	UK	531
29	Aston Martin Lagonda	718	UK	536
30	Michael Moore Car Sales	717	Ireland	554
31	CNH Industrial	713	UK	604
32	KTM	712	Austria	612
33	MAN	711	Germany	626
34	Skoda Auto	710	Czech Republic	640
35	Continental	707	Germany	680
36	Adient	707	Germany	686
37	Schaeffler-Gruppe	707	Germany	689
38	McLaren Automotive	705	UK	705
39	Plastic Omnium	704	France	720
40	Hella	704	Germany	724
41	Pilkington	702	UK	742
42	Nissan Motor Corporation	701	Switzerland	752
43	Renault	699	France	784
44	BorgWarner	698	Germany	797
45	AL-KO Kober	698	Germany	799
46	Valeo	697	France	807
47	Toyota Motor Corporation	693	Belgium	847
48	Marelli	692	Italy	850

Banking and Financial Services

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	DNB	827	Norway	4
2	La Cassa di Ravenna	807	Italy	12
3	Moody's Corporation	795	UK	19
4	American Express Company	795	UK	20
5	LeasePlan	795	Netherlands	21
6	NatWest	774	UK	68
7	Banca Mediolanum	771	Italy	85
8	Allor Bank	768	Poland	102
9	mBank	763	Poland	126
10	PayPal	761	Luxembourg	134

Banking and Financial Services Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
11	Lloyds Banking Group	761	UK	136
12	Zürcher Kantonalbank	759	Switzerland	145
13	Berliner Sparkasse	758	Germany	147
14	Nationwide Building Society	758	UK	153
15	Leeds Building Society	756	UK	166
16	Danske Bank	755	Denmark	176
17	Bank of Scotland	754	UK	189
18	Standard Chartered	754	UK	190
19	Raffaelsen Schweiz	753	Switzerland	200
20	KBC	748	Belgium	229
21	Deutsche Bundesbank	741	Germany	297
22	Erste Bank	739	Austria	309
23	Banco BPM	739	Italy	314
24	Intesa Sanpaolo	738	Italy	318
25	ABANCA	738	Spain	320
26	ING	738	Netherlands	326
27	Achmea	737	Netherlands	327
28	Halifax	737	UK	328
29	Santander	736	Spain	340
30	HSBC Bank	736	UK	341
31	Nordea Bank	735	Finland	352
32	Citigroup	729	UK	419
33	Swedbank	729	Sweden	420
34	Aareal Bank	729	Germany	424
35	Caisse des Dépôts	728	France	430
36	Crédit Agricole	726	France	460
37	J.P. Morgan	725	UK	470
38	BBVA	724	Spain	473
39	Barclays Bank	724	UK	474
40	Metro Bank	724	UK	477
41	Deutsche Bank	724	Germany	481
42	BNY Mellon	723	Belgium	501
43	UBI Banca	721	Italy	509
44	PKO Bank Polski	719	Poland	530
45	BlackRock	718	UK	544
46	AIB (Allied Irish Banks)	717	Ireland	557
47	Oberbank	716	Austria	568
48	Commerzbank	713	Germany	594
49	Bankia	713	Spain	597
50	Neuberger Berman	713	UK	601
51	Morgan Stanley	712	UK	614
52	Bank of Ireland	711	Ireland	628
53	Royal Bank of Scotland	710	UK	633
54	DK Company	709	Denmark	659
55	KRUK	708	Poland	664
56	Sparkasse KölnBonn	705	Germany	699
57	Banque Populaire	705	France	709
58	Western Union	705	Lithuania	713
59	Natixis	703	France	732
60	Crédit Mutuel	703	France	735
61	Crédit Suisse	702	Switzerland	746
62	Banco Sabadell	701	Spain	754
63	TSB Bank	700	UK	776
64	BNP Paribas	699	France	786
65	Bpifrance	698	France	792
66	Caisse d'Epargne	693	France	843

Business Services and Supplies

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	PageGroup	771	UK	80
2	Tervetystalo	768	Finland	100
3	REED	751	UK	208
4	JLL	748	UK	231
5	Belron	748	UK	232
6	S Group	745	Finland	253
7	Trenkwalder	743	Austria	278
8	Sitel	741	UK	291
9	DCC	740	Ireland	303
10	Aena	738	Spain	323
11	Adecco Group	733	Switzerland	367
12	Aker Solutions	732	Norway	383
13	Start People	732	Netherlands	384
14	J.W. Construction	725	Poland	471
15	Teleperformance	717	France	552
16	Osiedle Młodych Spółdzielnia Mieszkaniowa	717	Poland	558
17	CBRE	716	UK	570
18	Accent	715	Belgium	572
19	Sodexo	714	France	591
20	Hays	707	UK	681

Diversity Leaders

Business Services and Supplies Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
21	Collins Mc Nicholas	706	Ireland	697
22	GSF (Groupe Services France)	705	France	716
23	Blue Arrow	703	UK	731
24	ADP	703	France	733
25	3B Dienstleistungen	701	Germany	757
26	Gi Group	699	Italy	783
27	Groupe ONET	697	France	801
28	Aramark	697	Ireland	808
29	Clece	696	Spain	811
30	A.T.U.	694	Germany	840

Clothing and Accessories, Sports Equipment (Manufacturing and Retail)

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Hermès	8.22	France	5
2	Giorgio Armani	8.19	Italy	6
3	Deichmann	7.85	Germany	36
4	Prada Group	7.76	Italy	57
5	Hugo Boss	7.69	Germany	97
6	PUMA	7.67	Germany	104
7	Benetton Group	7.66	Italy	111
8	Rolex	7.65	Switzerland	112
9	Ralph Lauren	7.63	Switzerland	123
10	Decathlon	7.58	France	148
11	Louis Vuitton	7.57	France	161
12	Jack Wolfskin	7.57	Germany	163
13	TK Maxx	7.47	UK	234
14	Primark	7.47	UK	235
15	Desigual	7.38	Spain	321
16	Next	7.37	UK	339
17	adidas	7.35	Germany	349
18	Asics	7.35	Netherlands	354
19	Zalando	7.34	Germany	366
20	About You	7.33	Germany	368
21	LPP	7.33	Poland	374
22	Nike	7.31	Netherlands	396
23	OVS	7.30	Italy	414
24	New Look	7.28	UK	426
25	Intersport	7.26	Switzerland	454
26	BIG STAR	7.25	Poland	467
27	Clarks	7.25	UK	472
28	ASOS	7.24	UK	476
29	GAP	7.14	UK	579
30	Adler Modemärkte	7.13	Germany	596
31	H&M Hennes & Mauritz	7.11	Sweden	631
32	New Yorker	7.09	Germany	647
33	Lacoste	7.09	France	648
34	Claire's	7.05	UK	702
35	Calzedonia	7.05	Italy	711
36	Kering	7.05	France	714
37	Ernsting's Family	7.00	Germany	771
38	Levi Strauss & Co	6.97	Belgium	805
39	JD Sports Fashion	6.94	UK	838

Construction

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Swietelsky	8.02	Austria	14
2	Willmott Dixon	7.82	UK	43
3	Grupo Avintia	7.81	Spain	47
4	ECISA	7.71	Spain	84
5	KAEFER	7.69	Germany	91
6	AF Gruppen	7.69	Norway	94
7	Cementos Portland Valderrivas	7.49	Spain	223
8	Taylor Wimpey	7.47	UK	238
9	Interserve	7.41	UK	296
10	Mace	7.39	UK	313
11	Doka	7.38	Austria	319
12	Astaldi	7.32	Italy	386
13	Bouygues Construction	7.30	France	415
14	Grupo SANJOSE	7.28	Spain	429
15	Royal BAM Group	7.27	Netherlands	443
16	Eurocontrol	7.26	Spain	459
17	PORR	7.25	Austria	468
18	Caverion	7.24	Finland	479
19	Hochtief	7.22	Germany	506
20	BERGER	7.17	Germany	546
21	Barratt Developments	7.15	UK	574
22	Elektrobudowa	7.12	Poland	610
23	Vinci Group	7.11	France	624
24	Aldesa	7.09	Spain	646

Construction Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
25	Dragados	7.09	Spain	649
26	PEAB	7.08	Sweden	663
27	Wsparcie Grupa TAURON	7.05	Poland	706
28	Lindner Group	7.04	Germany	718
29	Skanska	7.04	Sweden	729
30	Clonmel Enterprises	6.98	Ireland	794
31	Bruck-Bet	6.94	Poland	828
32	BMI	6.93	UK	846

Consulting and Accounting

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	PricewaterhouseCoopers	8.07	UK	11
2	Clifford Chance	7.58	UK	152
3	Kearney	7.55	Germany	181
4	Accenture	7.54	Ireland	191
5	Bureau Veritas	7.50	France	221
6	Allen & Overy	7.48	UK	230
7	Willis Towers Watson	7.43	UK	267
8	EY	7.42	UK	285
9	Fraunhofer	7.31	Germany	405
10	CDW	7.31	Denmark	406
11	CGI	7.28	France	431
12	Linklaters	7.20	UK	523
13	McKinsey & Company	7.18	Germany	538
14	PwC (PricewaterhouseCoopers)	7.12	UK	616
15	KPMG	7.09	Netherlands	657
16	Deloitte	7.07	UK	676
17	WSP	7.01	UK	763
18	The Boston Consulting Group (BCG)	6.96	Germany	817
19	Bain & Company	6.95	UK	822

Drugs and Biotechnology

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Chiesi	8.11	Italy	10
2	Novartis	7.69	Switzerland	90
3	Merck	7.69	Germany	96
4	Roche	7.67	Switzerland	107
5	Johnson & Johnson	7.65	UK	115
6	AstraZeneca	7.58	UK	151
7	Boehringer Ingelheim	7.57	Germany	158
8	Novozymes	7.55	Denmark	172
9	AbbVie	7.53	Germany	193
10	Pfizer	7.51	UK	212
11	Bristol Myers Squibb	7.40	France	301
12	Sanofi	7.39	France	312
13	Lilly	7.37	UK	336
14	Takeda	7.35	Switzerland	353
15	Novo Nordisk	7.25	Denmark	465
16	Lonza	7.22	Switzerland	504
17	Thermo Fisher Scientific	7.21	UK	508
18	GSK (GlaxoSmithKline)	7.21	UK	510
19	Bayer	7.20	Germany	517
20	Trinity Biotech	7.19	Ireland	532
21	Icon Plc	7.13	Ireland	599
22	Orion	7.07	Finland	684

Engineering, Manufacturing

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Schindler	7.69	Switzerland	93
2	KUKA	7.65	Germany	114
3	Alfa Laval	7.50	Sweden	218
4	Alltech	7.41	Ireland	295
5	Parker Hannifin	7.41	Switzerland	299
6	Kemppi	7.37	Finland	333
7	Jacobs Engineering	7.37	UK	334
8	DPS	7.34	Ireland	364
9	ANDRITZ	7.33	Austria	373
10	Aerzener Maschinenfabrik	7.32	Germany	375
11	ABUS	7.32	Germany	377
12	KNAPP	7.30	Austria	410
13	BAM Contractors	7.29	Belgium	423
14	Explo	7.23	France	496
15	Amec Foster Wheeler	7.18	UK	545
16	Sandvik	7.17	Sweden	551
17	Babcock International	7.16	UK	571
18	Danfoss	7.15	Denmark	576
19	General Electric	7.13	France	598
20	Insta	7.12	Finland	607
21	Viessmann	7.09	Germany	654

Diversity Leaders

Engineering, Manufacturing Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
22	Voith	7.08	Germany	670
23	AKKA Technologies	7.05	Belgium	710
24	ERIKS	7.02	Netherlands	744
25	KONE	6.99	Finland	780
26	Etteplan	6.96	Finland	821
27	Orona	6.95	Spain	824
28	Daikin	6.94	Belgium	830

Food, Soft Beverages, Alcohol and Tobacco

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Diageo	7.94	UK	22
2	Lindt & Sprüngli	7.83	Switzerland	39
3	Savencia Fromage & Dairy	7.74	France	66
4	Warburtons	7.72	UK	76
5	Barilla	7.65	Italy	116
6	Pladis	7.61	UK	137
7	Atria	7.58	Finland	154
8	Carlsberg	7.50	Denmark	217
9	Nestlé	7.47	Switzerland	241
10	Ferrero	7.46	Italy	245
11	Heineken	7.45	Netherlands	250
12	Unilever	7.40	UK/Netherlands	305
13	Groupe Bigard	7.39	France	307
14	Orkla	7.39	Norway	310
15	Philip Morris International	7.38	Switzerland	315
16	Amadori	7.33	Italy	370
17	Biedronka	7.31	Poland	389
18	Imperial Brands	7.30	UK	411
19	Coca-Cola European Partners	7.27	UK	442
20	Mars	7.27	UK	446
21	British American Tobacco	7.23	UK	495
22	Danone	7.22	France	507
23	British Sugar	7.18	UK	540
24	Hartwall	7.17	Finland	548
25	The Coca-Cola Company	7.17	UK	550
26	Stokrotka	7.11	Poland	623
27	Haribo	7.10	Germany	644
28	Pernod Ricard	7.04	France	723
29	Mondelēz International	7.02	Switzerland	748
30	Koff	7.02	Denmark	749
31	Fazer	6.99	Finland	782
32	Bernard Matthews	6.98	UK	788
33	Arla Foods	6.98	Denmark	796
34	Dr. Oetker	6.96	Germany	814

Health Care Equipment and Services

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Agilent Technologies	8.11	Germany	9
2	Boston Scientific	7.64	France	121
3	EssilorLuxottica	7.61	France / Italy	135
4	Medtronic	7.44	Switzerland	263
5	B. Braun Melsungen	7.43	Germany	269
6	BD (Becton, Dickinson and Co.)	7.21	Switzerland	513
7	Biotronik	7.13	Germany	595
8	Synoptik	7.04	Denmark	719
9	Abbott	7.03	Ireland	738
10	AptarGroup	6.99	France	779

Healthcare (Social)

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Aspen Healthcare	7.85	UK	37
2	Care UK	7.82	UK	42
3	Bright Horizons	7.75	UK	61
4	Prima Omsorg	7.71	Norway	81
5	Home Instead	7.67	UK	106
6	Voyage Care	7.63	UK	124
7	ÖGK - Österreichische Gesundheitskasse	7.57	Austria	159
8	Humana	7.55	Sweden	170
9	Plus Terveys	7.55	Finland	179
10	ACURA Kliniken	7.52	Germany	206
11	Median Kliniken	7.43	Germany	274
12	Hospital Quirónsalud del Vallès	7.37	Spain	330
13	Beacon Hospital	7.34	Ireland	355
14	Bupa	7.34	Spain	359
15	Spire Healthcare Group	7.26	UK	455
16	Pflegen & Wohnen	7.23	Germany	499
17	Ramsay Health Care	7.16	France	559
18	Rhön-Klinikum	7.16	Germany	569
19	Four Seasons Health Care	7.12	UK	605

Healthcare (Social) Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
20	BG Kliniken	7.08	Germany	661
21	Vivantes	7.07	Germany	688
22	Privatklinikgruppe Hirslanden	7.06	Switzerland	696
23	Arbo Unie	7.05	Netherlands	700
24	Med	7.03	Finland	739
25	MediClin	7.01	Germany	760
26	Human Care	7.00	Sweden	772
27	Louis Pasteur Santé	6.96	France	813
28	Adeslas	6.95	Spain	823
29	Landeskliniken NO	6.94	Austria	833
30	O2 Care services	6.93	France	842
31	Schön Klinik	6.93	Germany	848

Insurance

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Schweizerische Mobiliar	7.91	Switzerland	24
2	Unipol Gruppo Finanziario	7.89	Italy	28
3	Helveta	7.83	Switzerland	41
4	Helvetia	7.76	Switzerland	55
5	MAIF	7.71	France	82
6	Prudential	7.69	UK	95
7	Admiral Group	7.67	UK	105
8	Allianz	7.67	Germany	108
9	HUK-Coburg	7.61	Germany	138
10	R+V Versicherung	7.60	Germany	140
11	Barmenia Versicherungen	7.60	Germany	141
12	Techniker Krankenkasse	7.60	Germany	142
13	Vienna Insurance Group (VIG)	7.53	Austria	196
14	LVM Versicherung	7.50	Germany	219
15	Visana	7.47	Switzerland	237
16	Zurich	7.44	Switzerland	261
17	Ageas	7.43	Belgium	273
18	CSS Versicherung	7.42	Switzerland	281
19	Aviva	7.41	UK	287
20	Generali	7.41	Italy	292
21	Debeka	7.36	Germany	347
22	GRAWE (Grazer Wechselseitige)	7.34	Austria	362
23	Signal Iduna	7.30	Germany	408
24	AXA	7.29	France	418
25	Aon	7.28	UK	428
26	LähtTapiola	7.25	Finland	469
27	Merkur Versicherung	7.24	Austria	482
28	Direct Line	7.24	UK	488
29	Swiss Life	7.24	Switzerland	489
30	Covéa Group	7.23	France	492
31	RSA Insurance	7.18	UK	541
32	MACIF	7.18	France	542
33	AOK	7.17	Germany	553
34	Grupo DKV Seguros	7.16	Spain	565
35	LV= (Liverpool Victoria)	7.15	UK	577
36	Grupa PZU	7.11	Poland	622
37	Groupama	7.07	France	683
38	UNIOA	7.04	Austria	727
39	DEVK	6.99	Germany	785
40	Churchill Insurance	6.96	UK	815

IT, Internet, Software and Services

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Fiducia & GAD IT	7.98	Germany	16
2	Microchip	7.98	UK / France	17
3	Visma	7.93	Norway	23
4	Digia	7.87	Finland	34
5	SAP	7.86	Germany	35
6	Google	7.82	Ireland	45
7	DATEV	7.76	Germany	56
8	Adobe	7.76	UK	58
9	Cisco	7.76	Netherlands	60
10	Civica	7.72	UK	73
11	Tecnotree	7.72	Finland	78
12	Twitter	7.69	Ireland	89
13	IBM	7.69	UK	99
14	Merit Medical	7.65	Ireland	117
15	Citrix Systems	7.62	UK	133
16	Dell Technologies	7.60	Ireland	143
17	Ubisoft	7.57	France	157
18	Broadcom	7.56	UK	167
19	Solita	7.55	Finland	171
20	ACP	7.53	Austria	195
21	Microsoft	7.51	France	209

Diversity Leaders

IT, Internet, Software and Services Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
22	Facebook	747	Ireland	236
23	Yahoo!	741	Switzerland	298
24	Asseco	736	Poland	345
25	Scout24	735	Germany	348
26	Fujitsu	734	UK	360
27	Equinix	734	UK	361
28	Riot Games	734	Ireland	365
29	Comarch	732	Poland	376
30	HCL Technologies	732	Germany	385
31	Hewlett Packard Enterprise	731	Switzerland	390
32	Cd Projekt	731	Poland	393
33	Salesforce	731	Switzerland	402
34	NTT Data	730	UK	413
35	Avanade	730	UK / Italy	416
36	Amadeus	729	Spain	421
37	Fastweb	728	Italy	425
38	TietoEVRY	728	Finland	437
39	Aareon	727	Germany	440
40	Aubay	726	France	452
41	Sage	725	UK	462
42	Palo Alto Networks	724	Netherlands	486
43	Reaktor	723	Finland	493
44	Oracle	723	UK	502
45	SAS	721	Spain	514
46	Aruba	720	Italy	518
47	LinkedIn	720	Ireland	524
48	Advanced	719	UK	534
49	Elisa	718	Finland	537
50	United Internet	717	Germany	549
51	Allegro	712	Poland	606
52	Zalaris	712	Norway	615
53	IECISA	711	Spain	625
54	Adform	711	Denmark	629
55	Engineering Ingegneria Informatica	710	Italy	635
56	Alia Consultores	710	Spain	645
57	Seagate Technology	709	Ireland	653
58	Akamai Technologies	708	Poland	672
59	T-Systems	706	Germany	695
60	Centric	705	Netherlands	704
61	KMD	705	Denmark	707
62	Wind Tre	704	Italy	728
63	DXC Technology	702	Sweden	751
64	Computacenter	701	UK	755
65	Telenet	700	Belgium	770
66	Micro Focus	700	UK	773
67	Tim Telecom	700	Italy	775
68	Ibermatica	699	Spain	777
69	adesso	698	Germany	789
70	Bankernes Edb Central	697	Denmark	803
71	Infosys	696	UK	819
72	Bechtle	694	Germany	834
73	TeamSystem	693	Italy	845

Manufacture and Processing of Materials, Metals and Paper

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Aluprof	788	Poland	29
2	Atlas Copco	780	Sweden	48
3	SCA (Svenska Cellulosa Aktiebolaget)	778	Sweden	52
4	SKF Group	765	Sweden	119
5	Oerlikon	757	Switzerland	162
6	CTDI	755	Germany	177
7	Lenzing	755	Austria	182
8	Avery Dennison	751	Netherlands	211
9	tesa	745	Germany	254
10	Tetra Pak International	742	Sweden / Switzerland	286
11	Alcoa	737	Spain	335
12	Greiner	737	Austria	338
13	Mondi	725	Austria	466
14	Bygma	723	Norway	498
15	Wavin	718	Netherlands	539
16	Trumpf	716	Germany	560
17	SMS group	714	Germany	582
18	Roca	713	Spain	602
19	Jungheinrich	712	Germany	618
20	BillerudKorsnäs	709	Sweden	660
21	UPM	707	Finland	677
22	SSAB	706	Sweden	693
23	SIG	704	Switzerland	725
24	Alumetal	702	Poland	750

Manufacture and Processing of Materials, Metals and Paper Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
25	Kghm Metraco	701	Poland	758
26	CRH	698	Ireland	790
27	KSB	698	Germany	791
28	AMG Advanced Metallurgical Group	696	Netherlands	820
29	Wihuri	694	Finland	839
30	Rehau	694	Germany	841

Media and Advertising

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Wolters Kluwer	752	Netherlands	202
2	Sky	752	UK	203
3	Guardian Media Group	751	UK	215
4	TF1 Group	749	France	226
5	RELX Group	744	UK	259
6	Schibsted	741	Norway	294
7	Bloomberg	734	UK	357
8	Bertelsmann	731	Germany	398
9	Agora (Grupa Mediałna)	724	Poland	475
10	ORF (Österreichischer Rundfunk)	708	Austria	662
11	BBC (British Broadcasting Corporation)	708	UK	667
12	France Télévisions	708	France	671
13	WPP	707	UK	687

Oil and Gas Operations, Mining, and Chemicals

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Dow	812	Switzerland	8
2	BP	790	UK	26
3	RAG	781	Germany	46
4	OMV	772	Austria	72
5	Cepsa	762	Spain	131
6	Solvay	757	Belgium	160
7	Wacker Chemie	753	Germany	201
8	Air Products	746	UK	243
9	DuPont	742	Netherlands	284
10	Neste	737	Finland	329
11	Perstorp	736	Sweden	344
12	Evonik Industries	732	Germany	380
13	Total	731	France	399
14	Repsol	727	Spain	447
15	Sika	725	Switzerland	463
16	Air Liquide	721	France	512
17	Wood Group	712	UK	608
18	PKN Orlen	711	Poland	632
19	Eni	709	Italy	651
20	BASF	709	Germany	655
21	Arlkema	708	France	673
22	Borealis	704	Austria	726
23	PPG	703	Switzerland	730
24	Chevron	702	UK	740
25	ExxonMobil	701	Belgium	759
26	SABIC	700	Netherlands	774
27	TechnipFMC	696	UK	818

Packaged Goods

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Procter & Gamble	772	Switzerland	77
2	Colgate-Palmolive	771	Switzerland	83
3	Henkel	768	Germany	101
4	L'Oréal	763	France	127
5	Christian Dior	757	France	156
6	Beiersdorf	754	Germany	185
7	Estée Lauder	753	France	194
8	Givaudan	744	Switzerland	262
9	Chanel	741	UK / France	289
10	Avon	734	UK	358
11	Groupe Rocher (Yves Rocher, Petit Bateau)	724	France	490

Restaurants

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	wagamama	773	UK	69
2	Pret A Manger	772	UK	75
3	PizzaExpress	746	UK	247
4	Greggs	741	UK	293
5	Grupo Vips	731	Spain	394
6	Frankie & Benny's	727	UK	439
7	KFC	719	UK	533
8	Flunch	718	France	543
9	McDonald's	714	UK	589
10	Buffalo Grill	703	France	737

Diversity Leaders

Restaurants Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
11	Do & Co	6.97	Austria	802

Retail

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Blocoop	8.55	France	1
2	IKEA	8.13	Netherlands	7
3	Timpson	7.99	UK	15
4	Fnac Darty	7.97	France	18
5	AO World	7.88	UK	31
6	Sephora	7.80	France	49
7	Pets at Home Group	7.79	UK	51
8	Lush	7.78	UK	53
9	Kiko Milano	7.73	Italy	71
10	Superdrug	7.71	UK	86
11	John Lewis Partnership	7.65	UK	113
12	Marks & Spencer	7.64	UK	120
13	Sainsbury's	7.63	UK	128
14	Wickes	7.59	UK	146
15	Arnold Clark Automobiles	7.58	UK	149
16	Colruyt Group	7.57	Belgium	155
17	Iceland Foods	7.56	UK	164
18	Auto Trader	7.54	UK	187
19	Discount	7.53	France	199
20	Tokmanni	7.51	Finland	213
21	Hofer	7.51	Austria	214
22	dm-drogerie markt	7.50	Germany	220
23	x-kom	7.47	Poland	239
24	Poundland	7.47	UK	240
25	Inditex	7.45	Spain	252
26	Tesco	7.43	UK	268
27	Otto Group	7.43	Germany	272
28	Amazon	7.41	UK	288
29	Dunelm	7.41	UK	300
30	Rossmann	7.39	Germany	311
31	Esselunga	7.38	Italy	317
32	Build-A-Bear Workshop	7.36	UK	342
33	Ocado Group	7.36	UK	346
34	Boulanger	7.33	France	372
35	Ahorramas	7.32	Spain	378
36	Leroy Merlin	7.32	France	379
37	Interspar	7.31	Austria	395
38	Specsavers	7.31	UK	404
39	Mercadona	7.30	Spain	407
40	Home Bargains	7.30	UK	412
41	Auchan	7.28	France	436
42	Argos	7.27	UK	444
43	REMA 1000	7.27	Norway	448
44	KappAhl	7.25	Sweden	464
45	Asda	7.24	UK	485
46	Migros	7.24	Switzerland	487
47	Kingfisher	7.21	UK	515
48	Eroski	7.20	Spain	516
49	Apotek	7.19	Sweden	527
50	Costco	7.18	UK	535
51	Poco	7.17	Germany	555
52	Kaufland	7.15	Germany	573
53	Card Factory	7.15	UK	575
54	Debenhams	7.14	UK	580
55	Dänisches Bettenlager	7.14	Germany	586
56	Salling	7.12	Denmark	609
57	Monoprix	7.12	France	617
58	GrandVision	7.11	Netherlands	621
59	Action	7.09	Netherlands	650
60	Stadium	7.08	Sweden	666
61	Bauhaus	7.07	Germany	679
62	Douglas	7.07	Germany	682
63	Spar	7.06	Netherlands	690
64	Morrison Supermarkets	7.06	UK	694
65	Fielmann	7.05	Germany	698
66	Lidl	7.05	Germany	708
67	Rewe Group	7.05	Germany	712
68	Globus	7.05	Germany	715
69	JYSK	7.04	Denmark	721
70	Eliganten	7.03	Denmark	734
71	amplifon	7.02	Italy	743
72	Ahold Delhaize	7.02	Netherlands	747
73	MediaMarkt	7.01	Germany	761
74	Groupe Carrefour	7.01	France	764
75	Kesko	7.00	Finland	768

Retail Cont'd

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
76	Homebase	6.99	UK	778
77	Eurospin	6.98	Italy	787
78	Tchibo	6.97	Germany	800
79	Axfood	6.96	Sweden	809
80	HEMA	6.96	Netherlands	810
81	Aldi Süd	6.96	Germany	812
82	Galenica	6.95	Switzerland	825
83	Galerias Lafayette	6.95	France	826
84	Waterstones	6.94	UK	829
85	Dixons Carphone	6.94	UK	831

Semiconductors, Electronics, Electrical Engineering, Hardware

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Infineon	8.41	Germany	2
2	Schneider Electric	7.90	France	27
3	Texas Instruments	7.88	Germany	30
4	ams	7.87	Austria	32
5	Eaton	7.87	Ireland	33
6	Miele	7.67	Germany	103
7	LG Electronics	7.62	Germany	132
8	3M	7.61	UK	139
9	Apple	7.60	Ireland	144
10	Beko	7.55	Turkey	175
11	HP (Hewlett-Packard)	7.54	Switzerland	188
12	Lexmark	7.44	UK	260
13	STMicroelectronics	7.44	Switzerland	264
14	Ericsson	7.43	Sweden	266
15	Siemens	7.35	Germany	350
16	Jabil	7.31	Spain	400
17	ABB	7.31	Switzerland	401
18	Lenovo	7.28	UK	427
19	AT&S	7.26	Austria	450
20	Bang & Olufsen	7.26	Denmark	456
21	Electrolux	7.24	Sweden	483
22	Legrand	7.24	France	491
23	Brother	7.19	UK	525
24	Stihl	7.16	Germany	567
25	Motorola Solutions	7.15	Poland	578
26	Hitachi	7.14	UK	587
27	Samsung	7.14	Germany	588
28	Philips	7.13	Netherlands	600
29	Asus	7.12	Netherlands	619
30	Canon	7.08	UK	668
31	Panasonic	7.07	Netherlands	685
32	Toshiba	7.06	Germany	692
33	Konica Minolta	7.05	Germany	703
34	Amica	7.02	Poland	745
35	Huawei	6.94	Belgium	836

Telecommunications Services, Cable Supplier

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Colt Technology Services	7.82	UK	44
2	Orange	7.75	France	62
3	Deutsche Telekom	7.65	Germany	118
4	Poikomtel (Plus)	7.62	Poland	130
5	Vodafone	7.54	UK	186
6	Proximus Group	7.50	Belgium	216
7	EE	7.49	UK	222
8	TalkTalk	7.45	UK	251
9	Hutchison Drei	7.39	Austria	306
10	Telefonica O2	7.37	Spain	331
11	BT Group	7.31	UK	388
12	Grupo MASMOVIL	7.28	Spain	435
13	Swisscom	7.26	Switzerland	453
14	Free	7.12	France	613
15	Three Ireland (Hutchison)	7.11	Ireland	627
16	Sunrise Communications	7.10	Switzerland	643
17	Tdc	7.04	Denmark	722
18	Telenor	7.03	Norway	736
19	Virgin Group	7.00	UK	769
20	Telia	6.98	Sweden	795
21	TDC Group	6.94	Denmark	835

Transportation and Logistics

Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Renfe	7.76	Spain	59
2	Iberia	7.63	Spain	122
3	Air Europa	7.56	Spain	169
4	GVB	7.55	Netherlands	180

Diversity Leaders

Transportation and Logistics Cont'd				
Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
5	Lufthansa	7.54	Germany	183
6	Stagecoach Group	7.53	UK	197
7	SWISS	7.52	Switzerland	204
8	Swedavia Airports	7.52	Sweden	205
9	Fraport	7.46	Germany	246
10	Avanza	7.46	Spain	249
11	MRW	7.44	Spain	256
12	Brussels Airlines	7.44	Belgium	257
13	Die Schweizerische Post	7.43	Switzerland	275
14	Austrian Airlines	7.42	Austria	282
15	easyJet	7.42	UK	283
16	Abello	7.40	Netherlands	302
17	SJ	7.40	Sweden	304
18	BLG Logistics	7.38	Germany	324
19	BLS	7.38	Switzerland	325
20	RATP	7.33	France	369
21	FirstGroup	7.33	UK	371
22	National Express Group	7.32	UK	382
23	Albrecht Dürer Airport Nürnberg	7.27	Germany	441
24	Birmingham Airport	7.26	UK	451
25	FedEx	7.26	France	457
26	Finnair	7.26	Finland	458
27	LNER (London North Eastern Railway)	7.24	UK	484
28	ProRail	7.20	Netherlands	520
29	John Menzies	7.19	UK	526
30	Kapsch Group	7.19	Austria	529
31	Air France-KLM Group	7.17	France	547
32	South Western Railway	7.17	UK	556
33	Hermes Europe	7.16	Germany	563
34	Nobina	7.14	Sweden	581
35	Billund Lufthavn	7.14	Denmark	583
36	Maersk	7.14	Denmark	585
37	Keolis	7.14	France	590
38	SNCF	7.11	France	620
39	Deutsche Bahn	7.10	Germany	634
40	Fresh Logistics	7.10	Poland	637
41	DPD	7.10	France	641
42	Trans-o-flex	7.08	Germany	665
43	ID Logistics	7.08	France	674
44	Correos	7.07	Spain	678
45	Heathrow Airport Holdings	7.04	UK	717
46	La Poste	7.02	France	741
47	Vueling	7.01	Spain	762
48	BRT Corriere Espresso	7.01	Italy	765
49	Rhenus	6.99	Germany	781
50	Raben Group	6.98	Poland	798
51	MAG (Manchester Airport Group)	6.94	UK	827
52	UPS (United Parcel Service)	6.94	Belgium	837
53	NTG Nordic Transport Group	6.93	Denmark	844

Travel and Leisure				
Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Booking.com	8.36	Netherlands	3
2	Disneyland Paris	7.83	France	40
3	Rent-A-Car	7.78	UK	54
4	ILUNION Hotels	7.73	Spain	70
5	Cineworld Group	7.69	UK	92
6	Hilton Hotels & Resorts	7.69	UK	98
7	William Hill	7.58	UK	150
8	Whitbread	7.54	UK	184
9	Carnival	7.53	UK	192
10	Hyatt Hotels Corporation	7.52	UK	207
11	Odeon Cinemas Group	7.51	UK	210
12	Bourne Leisure	7.48	UK	228
13	Dalata Hotel Group	7.46	Ireland	248
14	Maritim Hotels	7.43	Germany	270
15	DER Touristik	7.43	Germany	276
16	Marriott International	7.43	Switzerland	277
17	LEGO	7.41	Denmark	290
18	Basic-Fit	7.38	Netherlands	322
19	AccorHotels	7.37	France	332
20	Merlin Entertainments	7.36	UK	343
21	Travelodge	7.34	UK	356
22	NH Hotel Group	7.31	Spain	403
23	Macdonald Hotels	7.28	UK	432
24	Camelot Group	7.23	UK	503
25	Benefit Systems	7.19	Poland	528
26	Viajes El Corte Ingles	7.14	Spain	592
27	Liseberg	7.10	Sweden	638

Travel and Leisure Cont'd				
Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
28	Avis Budget Group	7.10	UK	642
29	David Lloyd Clubs	7.09	UK	656
30	Europcar	7.09	France	658
31	Cinema City	7.07	Poland	675
32	Scandic Hotels	7.05	Sweden	701
33	TUI	7.01	Germany	756
34	Ladbrokes Coral	6.98	UK	793
35	Iberostar Group	6.97	Spain	804
36	Aer Lingus	6.94	Ireland	832
37	SV Group	6.92	Switzerland	849

Utilities				
Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	EnBW	7.75	Germany	64
2	Centrica	7.72	UK	79
3	RWE	7.70	Germany	87
4	United Utilities	7.66	UK	110
5	EWE	7.63	Germany	125
6	Severn Trent	7.53	UK	198
7	Enel Group	7.43	Italy	271
8	Enedis	7.42	France	280
9	EDN	7.39	Germany	308
10	EDF	7.32	France	387
11	EVN	7.28	Austria	438
12	National Grid	7.24	UK	480
13	Yorkshire Water	7.23	UK	494
14	BayWa	7.23	Germany	497
15	ENGIE	7.23	France	500
16	Iberdrola	7.22	Spain	505
17	Vattenfall	7.20	Sweden	519
18	SSE (Scottish and Southern Energy)	7.16	UK	561
19	Helen	7.16	Finland	566
20	PGE	7.14	Poland	593
21	Eneco	7.09	Netherlands	652
22	AGRAVIS Raiffeisen	7.01	Germany	753
23	Ørsted	7.01	Denmark	766
24	GRDF	6.96	France	816

Wholesale				
Rank sector	Employer brand	Final score	(European) Headquarters*	Rank overall
1	Logista	7.91	Spain	25
2	Rexel	7.55	France	174
3	Inter Cars	7.45	Poland	255
4	Ingram Micro	7.43	Belgium	265
5	Office Depot	7.31	Netherlands	391
6	GC-Gruppe	7.31	Germany	397
7	Lyreco	7.27	France	445
8	Brenntag	7.27	Germany	449
9	Brakes	7.26	UK	461
10	Coop	7.16	Switzerland	562
11	Stahlgruber	7.16	Germany	564
12	Hankkija	7.14	Finland	584
13	Würth Group	7.11	Germany	630
14	Hilti	7.08	Liechtenstein	669
15	Metro	7.06	Germany	691
16	Fiskars	7.01	Finland	767

* (European) Headquarters: managerial centre of the company, either for its global operations or for Europe. In most cases, headquarters corresponds with the registered main legal address of the company, yet this is not necessarily the case. Ikea, for example, has its legal head office in the Netherlands but many of the administrative functions remain in Sweden where the company was founded.

** manufacturing and retail

Diversity Leaders: top 50 by final score

Rank	Employer brand	Final score	(European) Headquarters*	Main industry sector	Rank	Employer brand	Final score	(European) Headquarters*	Main industry sector
1	Biocoop	8.55	France	Retail	26	BP	7.90	UK	Oil and Gas Operations, Mining and Chemicals
2	Infineon	8.41	Germany	Semiconductors, Electronics, Electrical Engineering, Hardware	27	Schneider Electric	7.90	France	Semiconductors, Electronics, Electrical Engineering, Hardware
3	Booking.com	8.36	Netherlands	Travel and Leisure	28	Unipol Gruppo Finanziario	7.89	Italy	Insurance
4	DNB	8.27	Norway	Banking and Financial Services	29	Aluprof	7.88	Poland	Manufacture and Processing of Materials, Metals and Paper
5	Hermès	8.22	France	Clothing and Accessories, Sports Equipment**	30	Texas Instruments	7.88	Germany	Semiconductors, Electronics, Electrical Engineering, Hardware
6	Giorgio Armani	8.19	Italy	Clothing and Accessories, Sports Equipment**	31	AO World	7.88	UK	Retail
7	IKEA	8.13	Netherlands	Retail	32	ams	7.87	Austria	Semiconductors, Electronics, Electrical Engineering, Hardware
8	Dow	8.12	Switzerland	Oil and Gas Operations, Mining and Chemicals	33	Eaton	7.87	Ireland	Semiconductors, Electronics, Electrical Engineering, Hardware
9	Agilent Technologies	8.11	Germany	Health Care Equipment and Services	34	Digia	7.87	Finland	IT, Internet, Software and Services
10	Chiesi	8.11	Italy	Drugs and Biotechnology	35	SAP	7.86	Germany	IT, Internet, Software and Services
11	Pinsent Masons	8.07	UK	Consulting and Accounting	36	Deichmann	7.85	Germany	Clothing and Accessories, Sports Equipment**
12	La Cassa di Ravenna	8.07	Italy	Banking and Financial Services	37	Aspen Healthcare	7.85	UK	Healthcare (Social)
13	Volvo Car Group	8.05	Sweden	Automotive (Producers and Suppliers)	38	MTU Aero Engines	7.84	Germany	Aerospace, Defence, Manufacture of Transport Equipment
14	Swietelsky	8.02	Austria	Construction	39	Lindt & Sprüngli	7.83	Switzerland	Food, Soft Beverages, Alcohol and Tobacco
15	Timpson	7.99	UK	Retail	40	Disneyland Paris	7.83	France	Travel and Leisure
16	Fiducia & GAD IT	7.98	Germany	IT, Internet, Software and Services	41	Helsana	7.83	Switzerland	Insurance
17	Microchip	7.98	UK / France	IT, Internet, Software and Services	42	Care UK	7.82	UK	Healthcare (Social)
18	Fnac Darty	7.97	France	Retail	43	Willmott Dixon	7.82	UK	Construction
19	Moody's Corporation	7.95	UK	Banking and Financial Services	44	Colt Technology Services	7.82	UK	Telecommunications Services, Cable Supplier
20	American Express Company	7.95	UK	Banking and Financial Services	45	Google	7.82	Ireland	IT, Internet, Software and Services
21	LeasePlan	7.95	Netherlands	Banking and Financial Services	46	RAG	7.81	Germany	Oil and Gas Operations, Mining and Chemicals
22	Diageo	7.94	UK	Food, Soft Beverages, Alcohol and Tobacco	47	Grupo Avintia	7.81	Spain	Construction
23	Visma	7.93	Norway	IT, Internet, Software and Services	48	Atlas Copco	7.80	Sweden	Manufacture and Processing of Materials, Metals and Paper
24	Schweizerische Mobiliar	7.91	Switzerland	Insurance	49	Sephora	7.80	France	Retail
25	Logista	7.91	Spain	Wholesale	50	Rolls-Royce Motor Cars	7.79	UK	Automotive (Producers and Suppliers)