






# Be part of our global community of Top Employers

Several certification recognition options are available to ensure there's a path to Certification for organisations of different structures, sizes, and geographic footprints.

<sup>1</sup> Depending on the global number of employees working at your organisation, you can be eligible for the Large (employee number is between 2 500 and 50 000) or X-Large (employee number is higher than 50 000) Enterprise Certification.

Your company structure	Validation methodology	Certification	Criteria	Data driven insights & benchmarking	Business alignment	Best practices collection & expert guidance	Employer branding	Global community	Recognition and visibility
Organisations with centralised and decentralised HR teams and policies	Country based - Validation is conducted at each of the participating countries	Country/region 	Participating with individual organisation(s) where the minimum number of employees is above 250	Access to personalised data insights and global benchmarking	Locally	Access to the global best practices collection and opportunities for 1:1 expert guidance	Access to customised employer branding tools	Access to the global community and collective wisdom of Top Employers and HR professionals	Participation and recognition during Top Employer Announcements, media features and other publications (relevant to the certification)
		Regional 	Participating with a minimum number of countries in the same region (Europe-5, Asia Pacific-5, Africa-4, Middle East-2, North America-3, Latin America-3)		Regionally				
		Global 	Participating with the minimum number of countries (20 to 25 depending on number of regional certifications) and regions (certified in 3 or 4 regions) including the global headquarters		Globally		Access to customised employer branding tools and personalised employer branding support		
Organisations with centralised HR teams and policies	Company-wide - Sampling based validation of participating organisations	Enterprise <sup>1</sup>  	1. Present in minimum 10 countries  2. The global number of employees is above 2500  Reach out to us for more details	Access to personalised data insights and global benchmarking for participating countries	Across participating countries				
		Enterprise <sup>1</sup> 