



## Key Performance Indicators

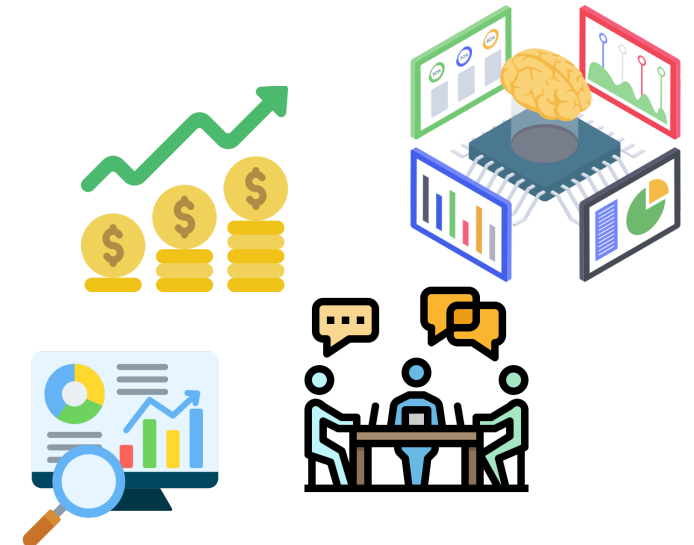
- 59% of new hires are male and 41% are female.
- 8.78% of female employees were promoted and 11.19% of male employees were promoted.
- 9.40% turnover rate, with 10.24% turnover rate for female employees and 8.81% turnover rate for male employees.
- Average male employee rating is 2.41, and average female employee rating is 2.42.
- Gender balance in key positions is low as majority of the employees in these roles are male.
- Majority of employees are between 20 to 29 years of age.
- There is ideal age and experience balance across different positions in the organization.



## Employee Diversity & Inclusion (1/2)



## Employee Diversity & Inclusion (2/2)





Age group

All

Nationality

All

Department

All

Broad Region Group: Nationality

All

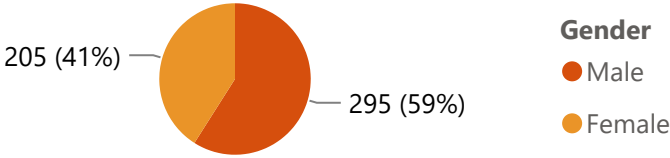
Contract Ty...

☐ Full Time

☐ Part Time

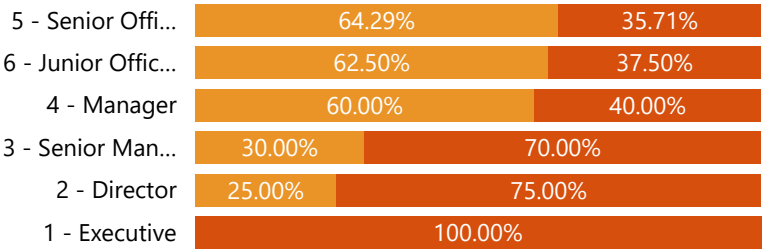
Hiring Data

New Hires



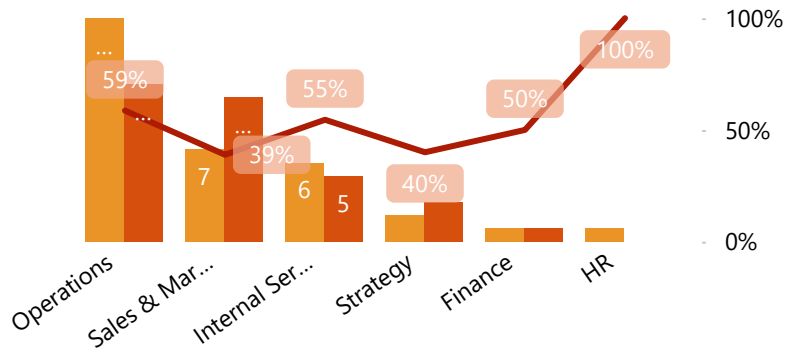
New Hires by Position

Hire Percentage Female Hire Percentage Male



New Hires by Department

Count of New Female Hires Count of New Male Hires Hire Percentage Female



Employee Promotion Data

Female Employees Promoted

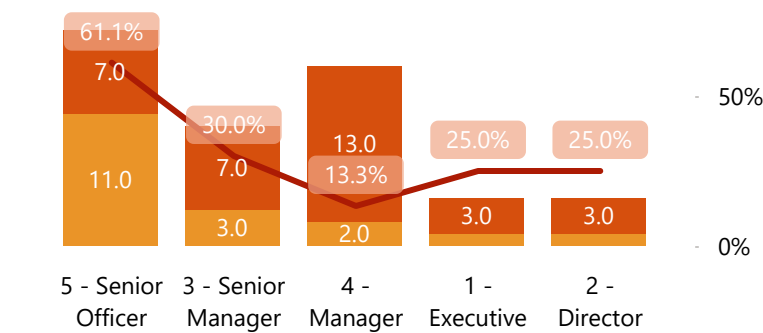
8.78%

Male Employees Promoted

11.19%

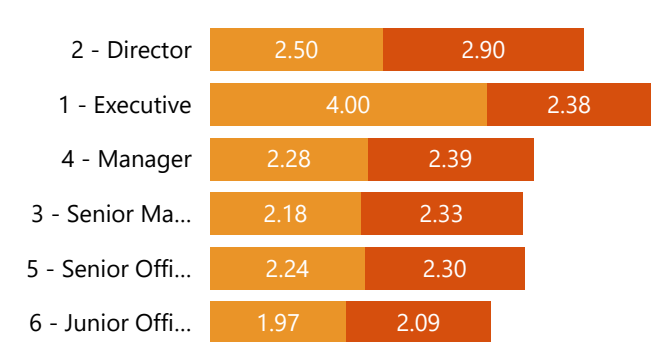
Promotions by Position

Count of Female Employees Promoted Count of Male Employees Promoted Percentage of Total Promotions



Average Time in Position

Gender Female Male



Employee Turnover Data

9.40%

Turnover Rate

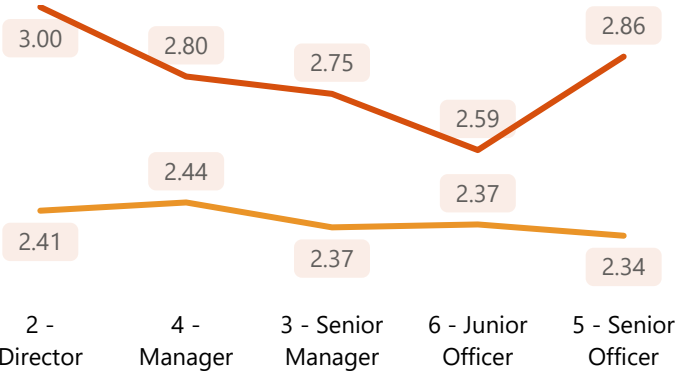
10.24%

Female Turnover Rate

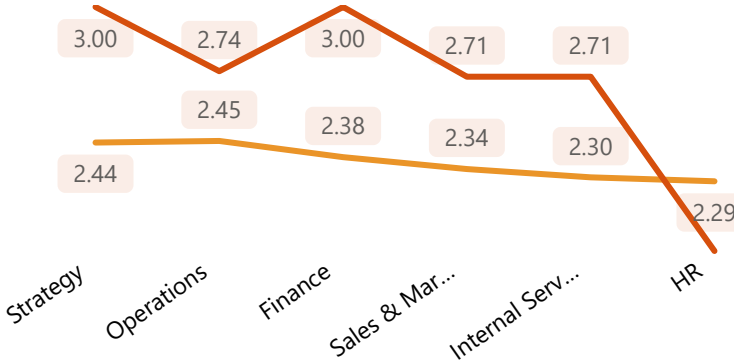
8.81%

Male Turnover Rate

FY20 leaver? No Yes



FY20 leaver? No Yes





Age group  
All

Nationality  
All

Department  
All

Broad Region Group: Nationality  
All

Contract Ty...  
☐ Full Time  
☐ Part Time

## Performance Rating

Avg Rating - Male

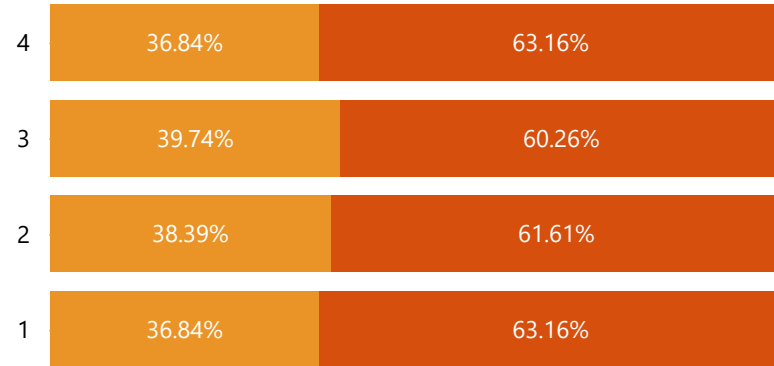
2.41

Avg Rating - Female

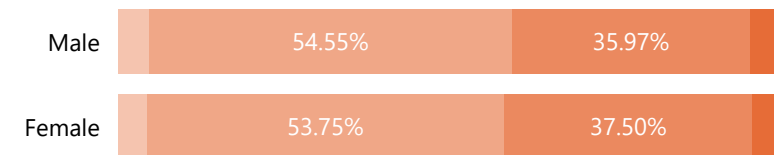
2.42

## Employee Performance Rating (FY20)

Gender ● Female ● Male



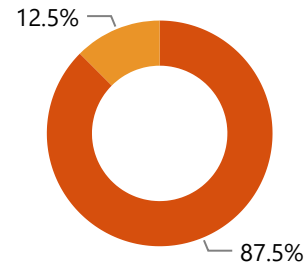
Rating ● 1 ● 2 ● 3 ● 4



## Gender Balance in Key Positions

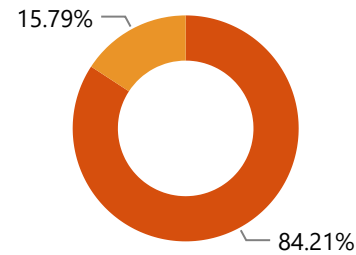
### Executive (FY20)

Gender ● Male ● Female



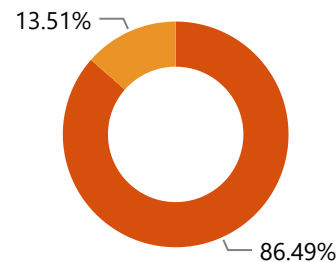
### Executive (FY20)

Gender ● Male ● Female



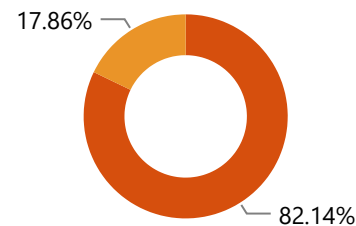
### Director (Hires)

Gender ● Male ● Female



### Senior Manager (Promotions)

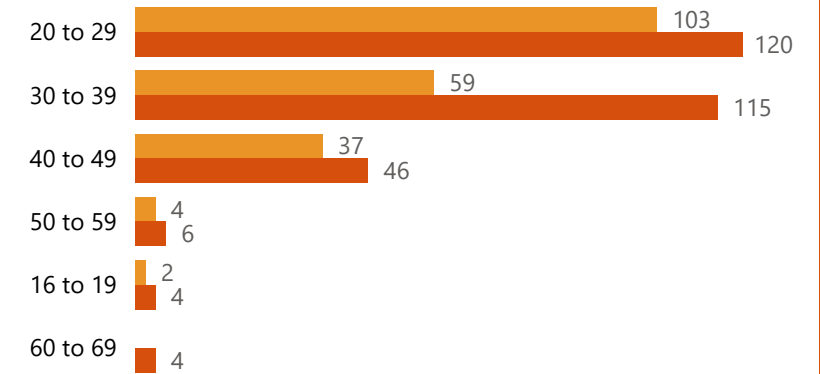
Gender ● Male ● Female



## Employee Age Data

### Age Groups

Gender ● Female ● Male



Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69

