

Pharma Group AG

Diversity & Inclusion Dashboard

Key Suggestions

- Significant difference by gender in hiring at senior position.
- Male Employees are given higher priority to promotions at senior level irrespective of their time served in previous role.
- Avg. Performance Rating for both male and female is almost equal while male employees with high performance rating often leave the company.
- The above point could be more clarified by providing some benefits to high rated employees.

Dashboard 1

This dashboard contains trends and visualizations showing-

Hiring
Promotions
Turnover Rate

Dashboard 2

This dashboard contains trends and visualizations showing-

- Performance Rating
- Executive Split
- Age Group



Diversity & Inclusion Dashboard 1

Employee Type

All

Nationality

All

Department

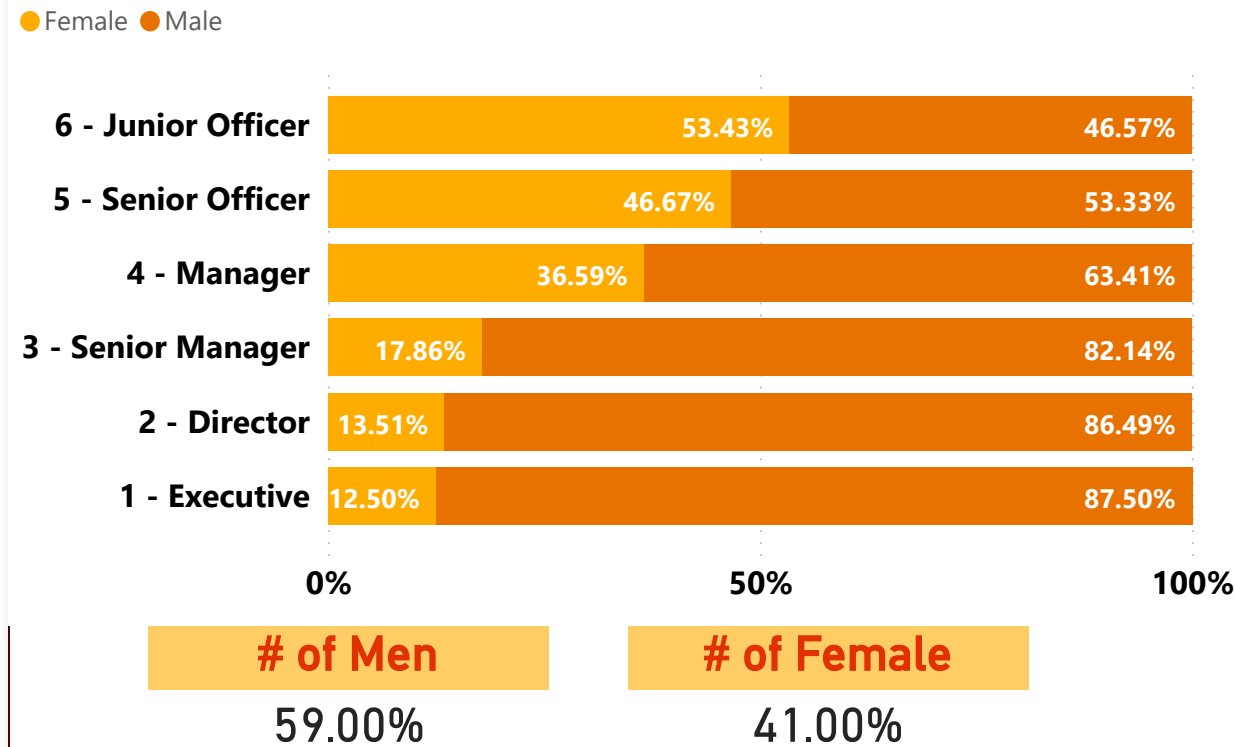
All

Job Level

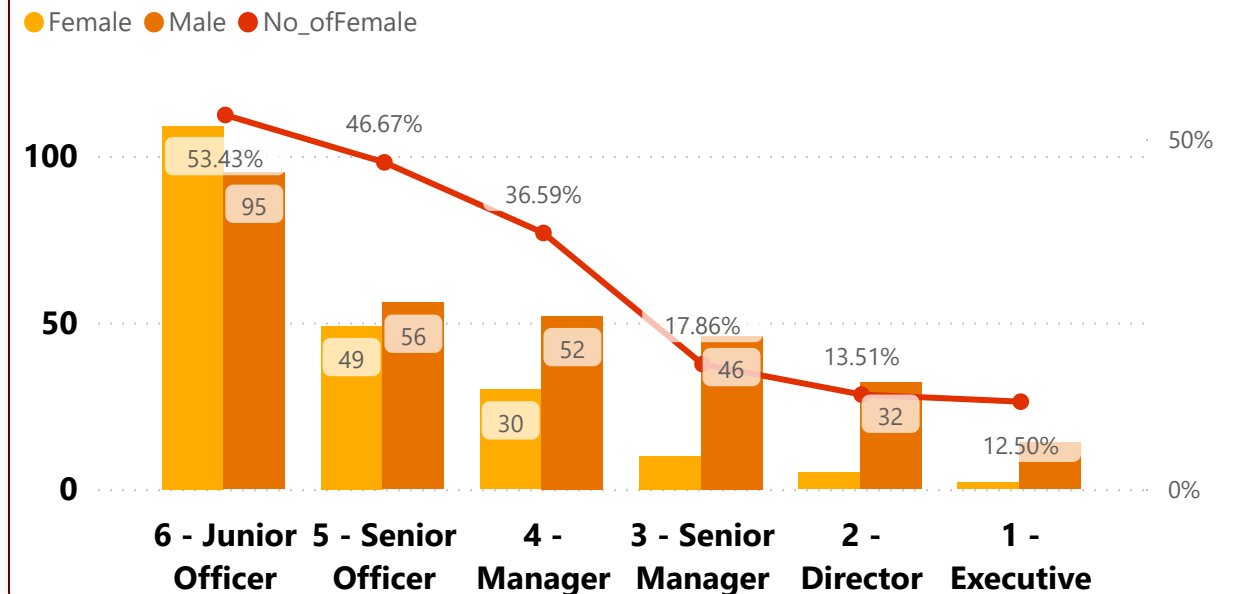
All

KIP -1 Hiring

Employee By Job Type

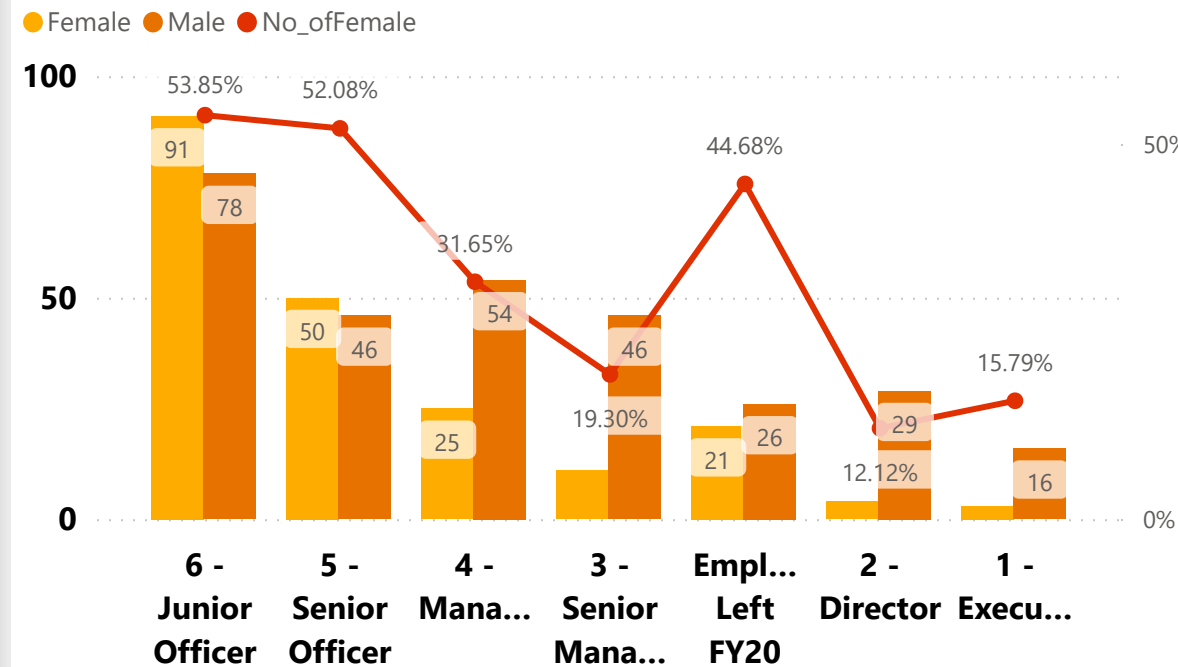


Employee By Job Type

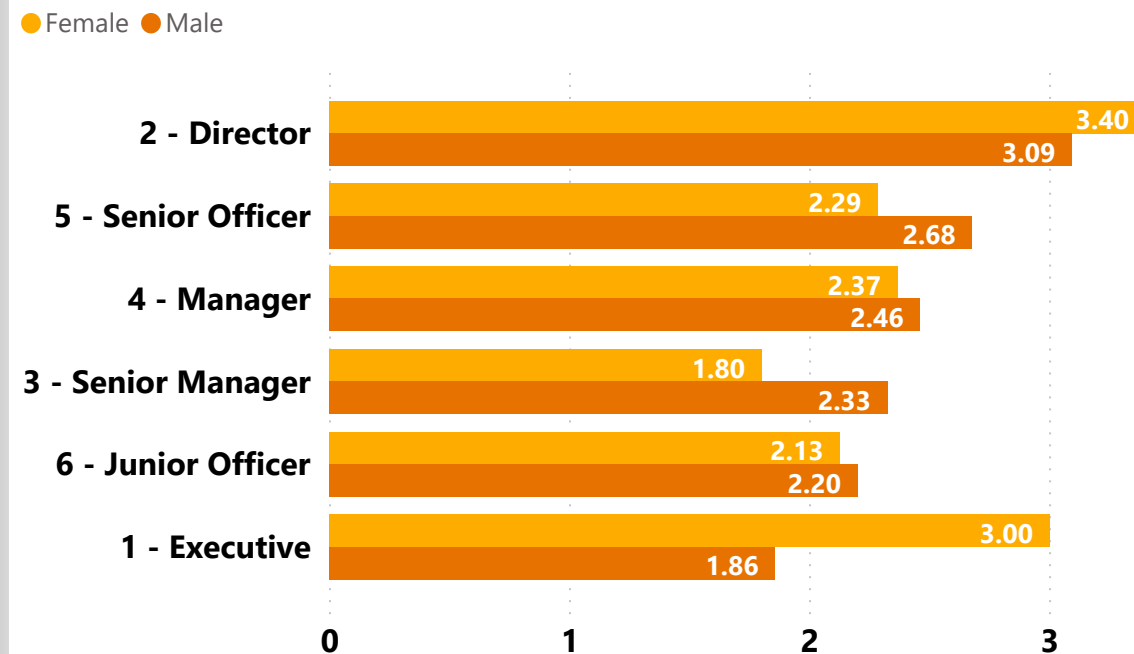


KIP -2 Promotions (this year)

Job Roll after Promotions FY21

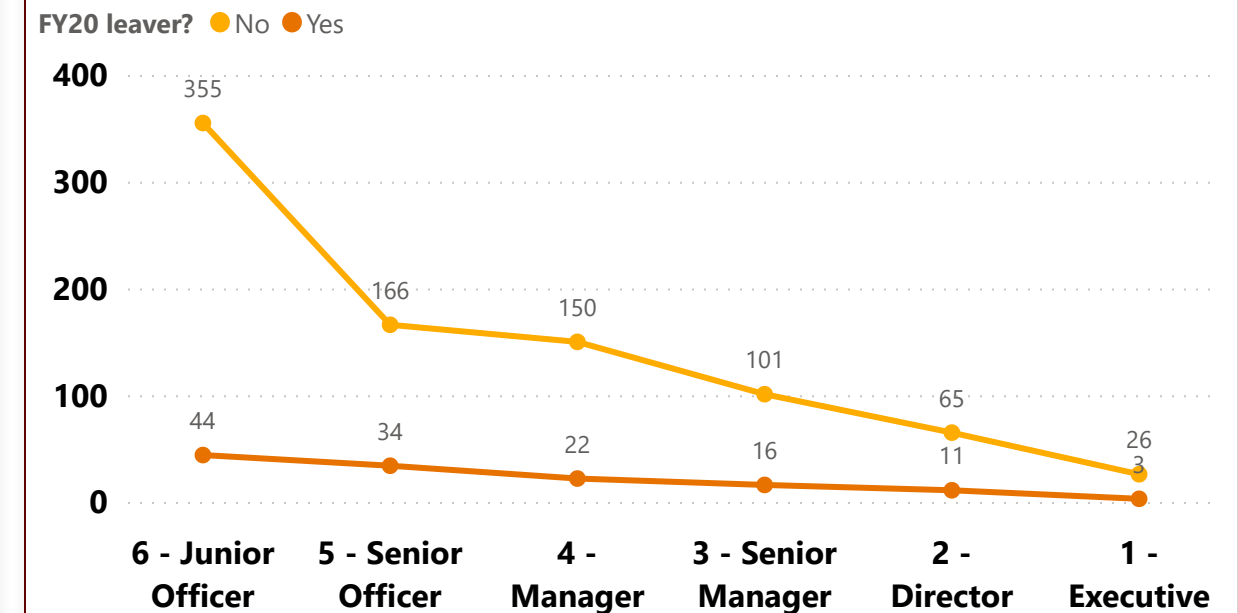


Avg time in Previous Role

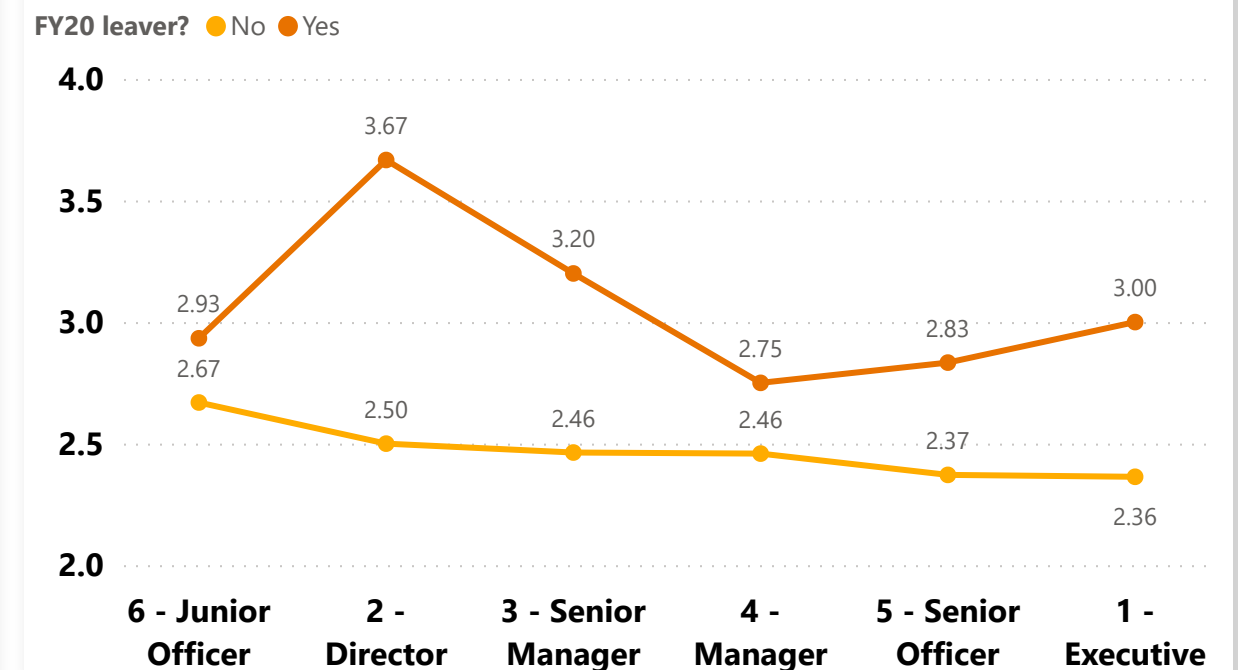


KIP -3 Turnover Rate (Leavers)

Performance Rating of Leavers vs Non-Leavers (Women)



Performance Rating of Leavers vs Non-Leavers (Men)





Diversity & Inclusion Dashboard 2

Employee Type

All



Nationality

All



Department

All



Job Level

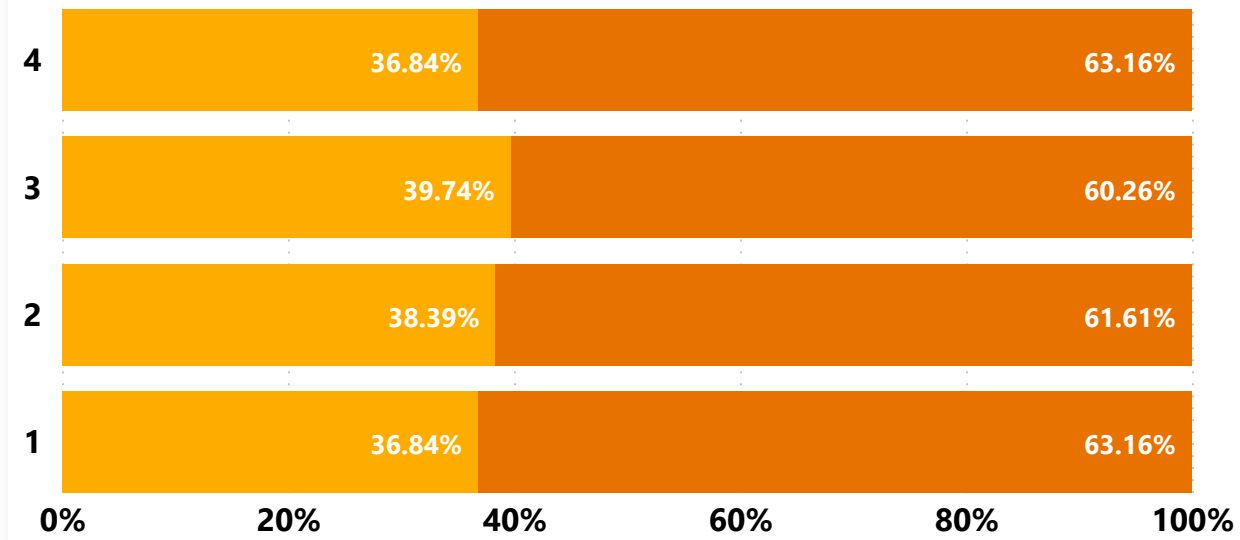
All



KIP -4 Performance Rating

Employee By Job Type Performance Rating

Female Male



Avg Rating Men

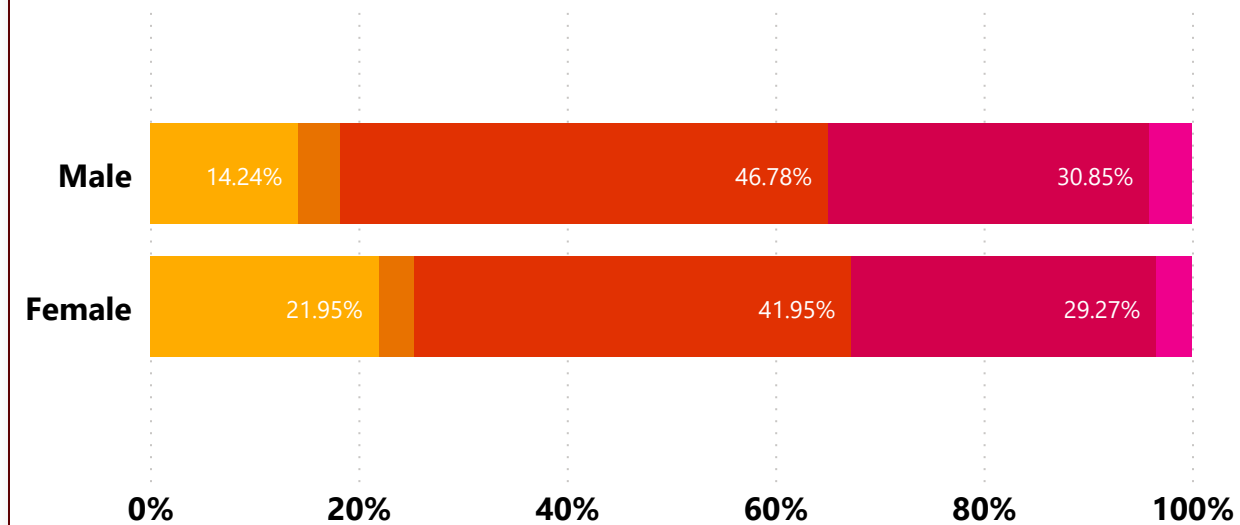
3

Avg Rating Female

2.42

Gender By Performance Rating

(Blank) 1 2 3 4



KIP -5 Executives Diversity

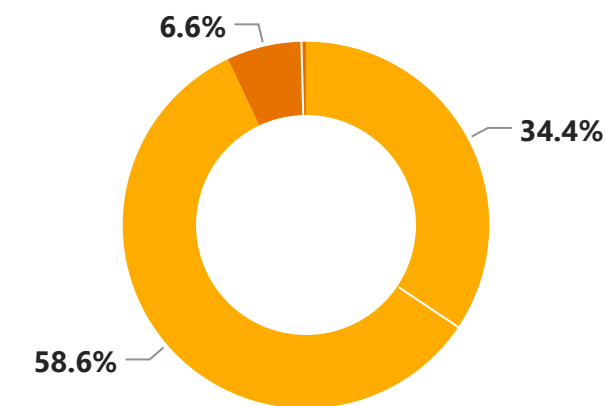
FY20 Employee Breakdown

Female Male



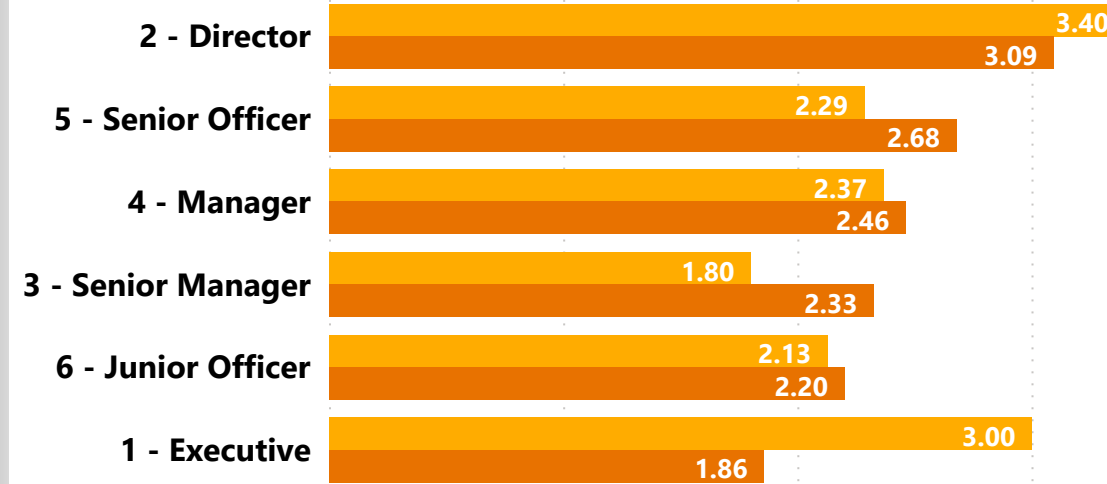
FY21 Employee Breakdown

Full Time Part Time



Employee By Job Type

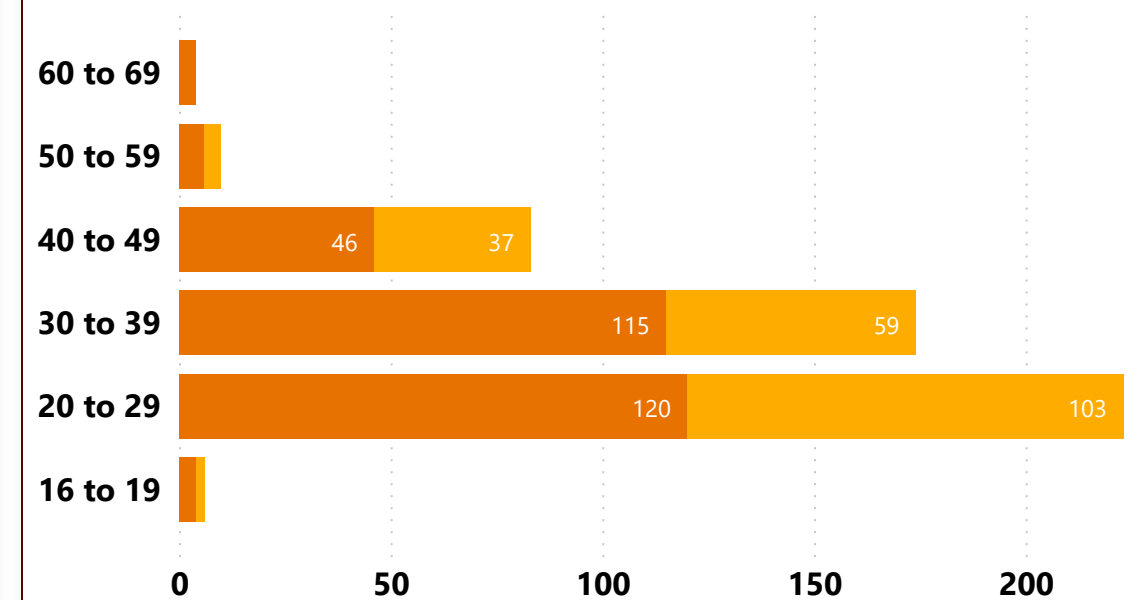
Female Male



KIP -6 Age Group

Employees By Age Group (FY 20)

Gender Male Female



Job level By Age Group (FY21)

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

