



# Diversity & Inclusion

Department



Job Level



Age group



Region group



All



All



All

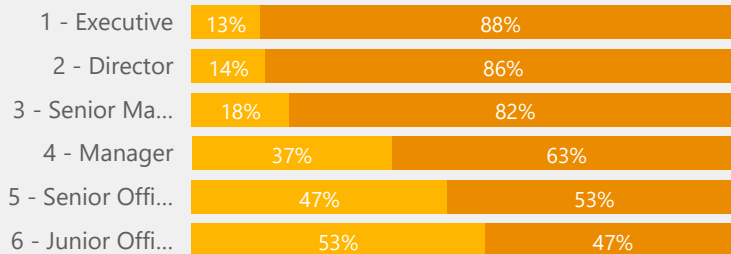


All



## KPI 1 - Hiring

Gender ● Female ● Male



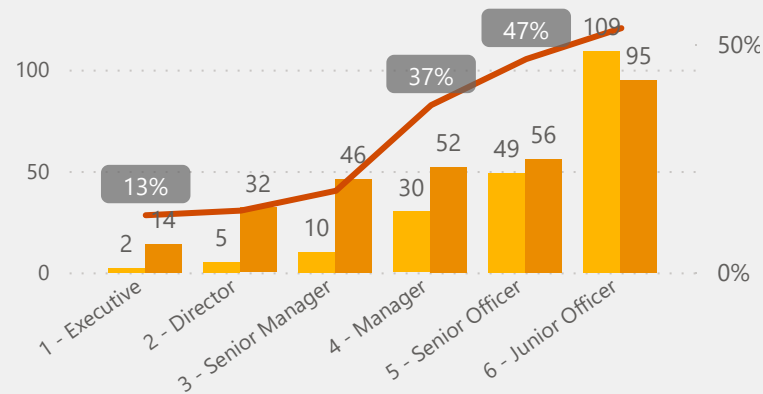
41%

of hires were female

59%

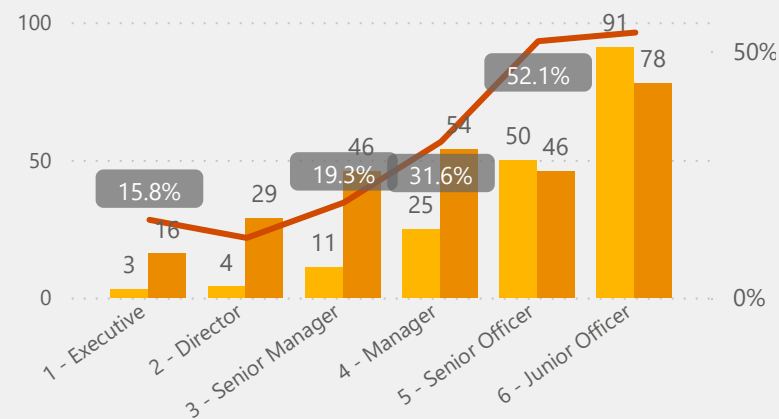
of hires were male

Gender ● Female ● Male ● % of hires women

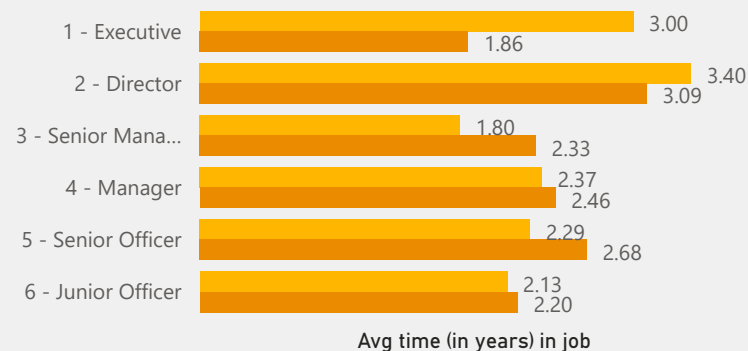


## KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women



Avg. Time in Grade of employees promoted in FY21 (in years)



Gender ● Female ● Male



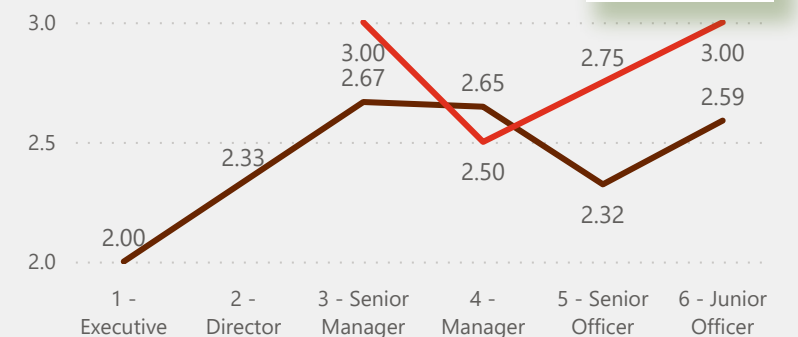
## KPI 3 - Turnover Rate (FY20 leavers)

Average Performance Rating of Leavers vs non-Leavers (WOMEN)

Female

11%

Left this FY? ● No ● Yes

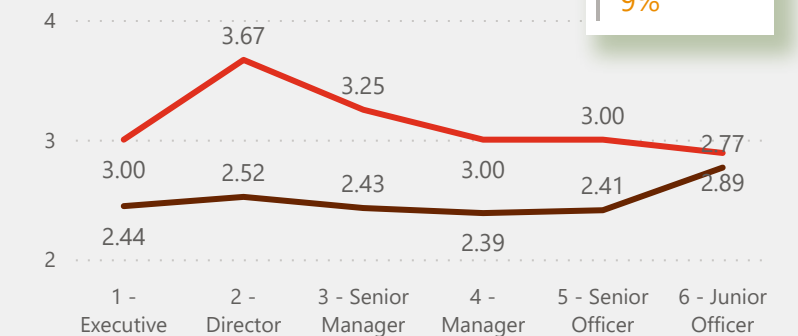


Average Performance Rating of Leavers vs non-Leavers (MEN)

Male

9%

Left this FY? ● No ● Yes





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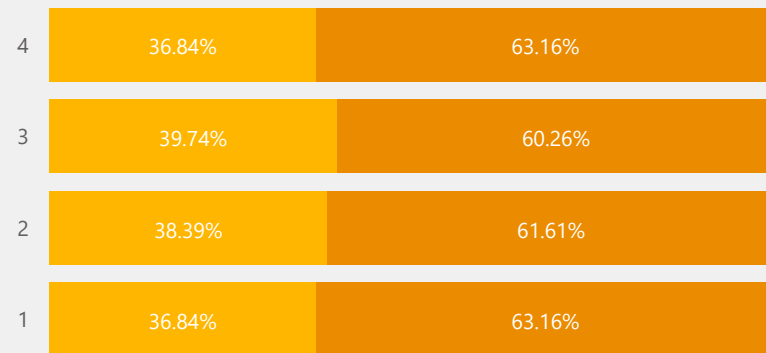


All



## KPI 4 - Performance Rating

Gender ● Female ● Male



2.42

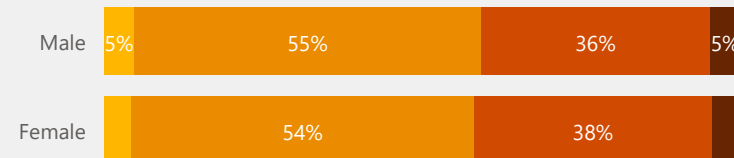
Avg Rating Women

2.41

Avg Rating Men

FY20 Perf. Rating ● 1 ● 2 ● 3 ● 4

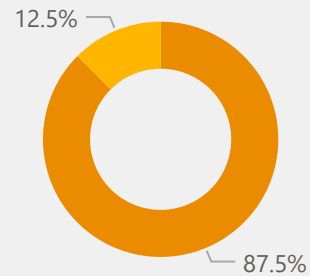
1 = excellent  
2 = great  
3 = sufficient  
4 = bad



## KPI 5 - Executive Gender Balance

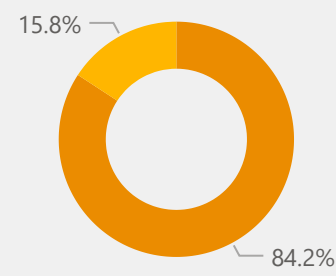
Executive split (FY20)

Gender ● Male ● Female



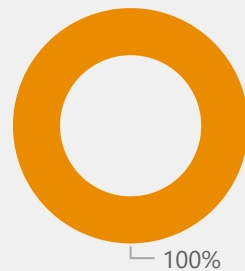
Executive split (FY21)

Gender ● Male ● Female



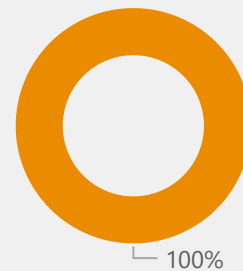
Executive Hires (FY20)

Gender ● Male



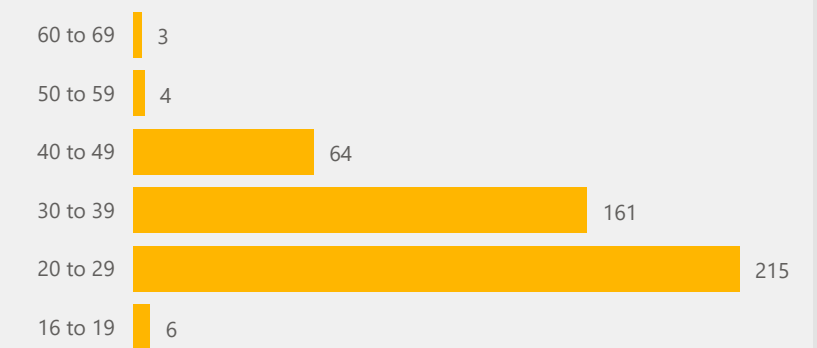
Promotion to Executive (FY20)

Gender ● Male



## KPI 6 - Age group

Employees by Age group (end FY20)



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

