# Diversity & Inclusion

**Akashdeep Dam**

pwc

## KPI 4 – Performance Rating

Gender ● Male ● Female

| Rating | Male | Female |
|---|---|---|
| 4 | 63.16% | 36.84% |
| 3 | 60.26% | 39.74% |
| 2 | 61.61% | 38.39% |
| 1 | 63.16% | 36.84% |

| 2.06 | 1.89 |
|---|---|
| Avg Rating Men | Avg Rating Women |

FY20 Performan... ● 1 ● 2 ● 3 ● 4

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

| | | |
|---|---|---|
| Male | 54.55% | 35.97% |
| Female | 53.75% | 37.50% |

## KPI 5 – Executive Gender Balance

**Executive Split (FY20)**

Gender ● Male ● Female

12.5%

87.5%

**Executive Split (FY21)**

Gender ● Male ● Female

15.79%

84.21%

## KPI 6 – Age Group

**Employees by Age Group (End FY20)**

| Age Group | Count |
|---|---|
| 20 to 29 | 215 |
| 30 to 39 | 161 |
| 40 to 49 | 64 |
| 16 to 19 | 6 |
| 50 to 59 | 4 |
| 60 to 69 | 3 |

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

| 6 - Junior Officer | 5 - Senior Officer | 4 - Manager | 3 - Senior Manager | 2 - Director | 1 - Executive |
|---|---|---|---|---|---|
| 94.67% | 42.71% / 57.29% | 16.46% / 83.54% | 33.33% / 64.91% | 57.58% / 36.36% | 10.53% / 10.53% / 68.42% / 10.53% |