

DIVERSITY INCLUSION

295

Male

205

Female

47

People Left in Y20

10.2%

Promotions %

9.4%

Turnover %

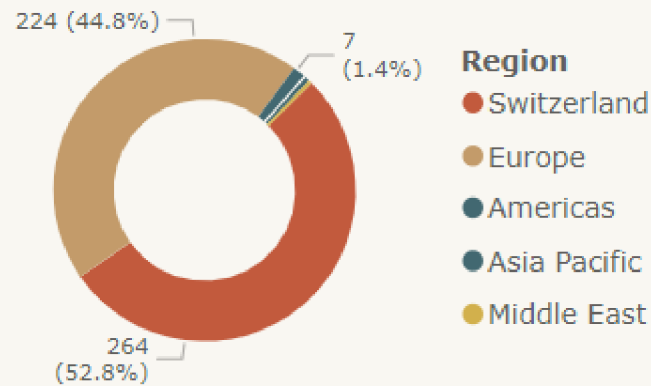
22.22%

% Women Promoted FY20

35.29%

% Women Promoted FY21

Regional Employee Breakdown



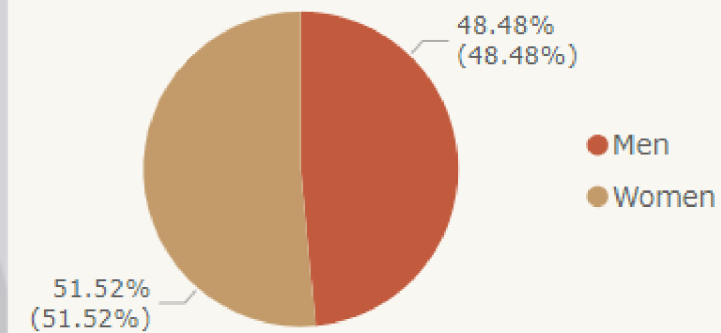
Key Insights:

- *Promotion Disparity: The 22% promotion rate in 2020 contributes to the current gender gap in leadership.*
- *Gender Distribution in Leadership: Male dominance persists in Executive, Director, or Senior Manager positions.*
- *New Hire Gender Ratio: Despite a balanced intake, women are underrepresented in leadership roles.*
- *Overall Gender Distribution: Despite a slight majority of new female employees, males hold a higher proportion of positions.*
- *FY20 turnover percentage at 9.4% indicates moderate attrition, highlighting the importance of retention efforts.*

Actions:

- *Implement targeted leadership development programs and mentorship initiatives.*
- *Establish gender-inclusive promotion criteria and ensure transparency in the promotion process.*
- *Offer unconscious bias training to decision-makers involved in promotions.*
- *Set diversity targets for leadership positions and regularly track progress.*
- *Initiate targeted retention strategies, including stay interviews and enhanced engagement programs, aiming to reduce turnover by 2-3% within the next fiscal year.*

New Hire Gender Diversity



Diversity Inclusion

41.0%
Female%

59.0%
Male%

2.42 / 5
APR Female

2.41 / 5
APR Male

Department

All

Job Level

All

Age group

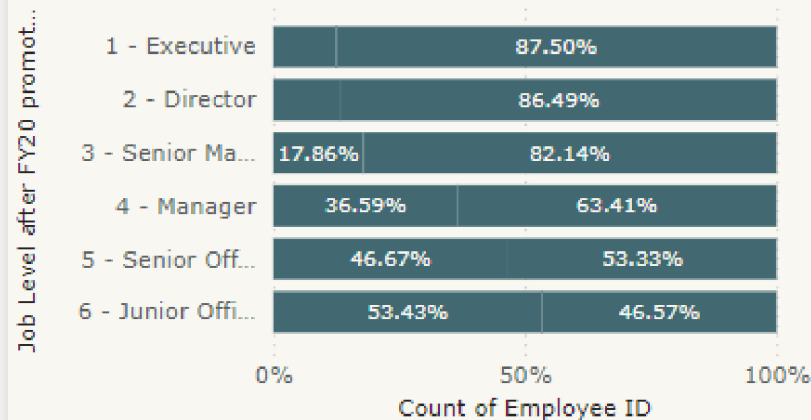
All

Region group

All

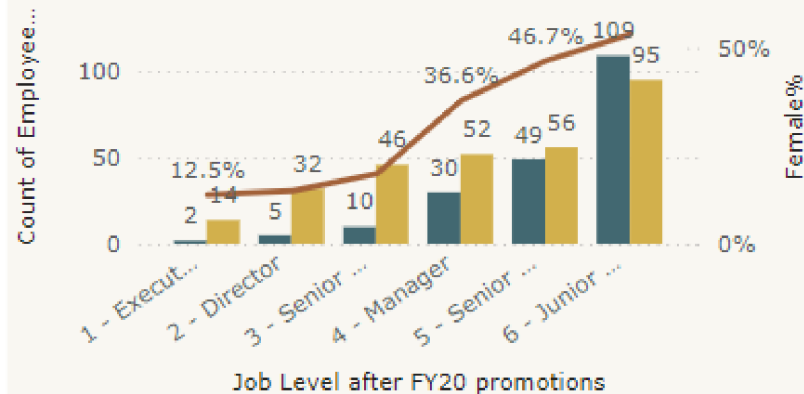
Employee Gender Distribution by Job Level

Gender ● Female ● Male



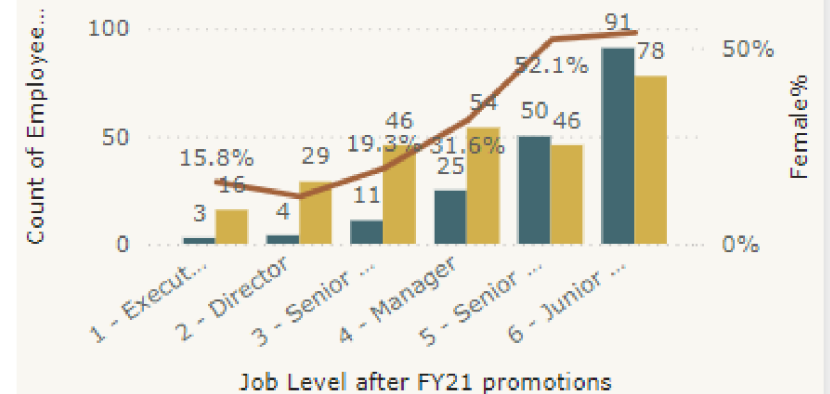
Employee Gender Distribution (Female %) by Job Level FY20

Gender ● Female ● Male ● Female%



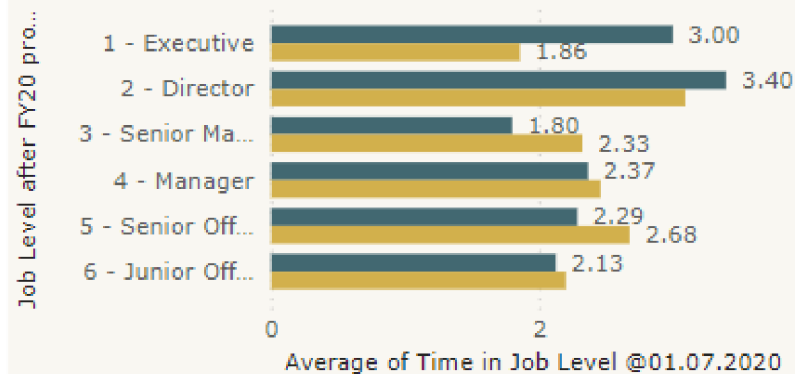
Employee Gender Distribution (Female %) by Job Level FY21

Gender ● Female ● Male ● Female%



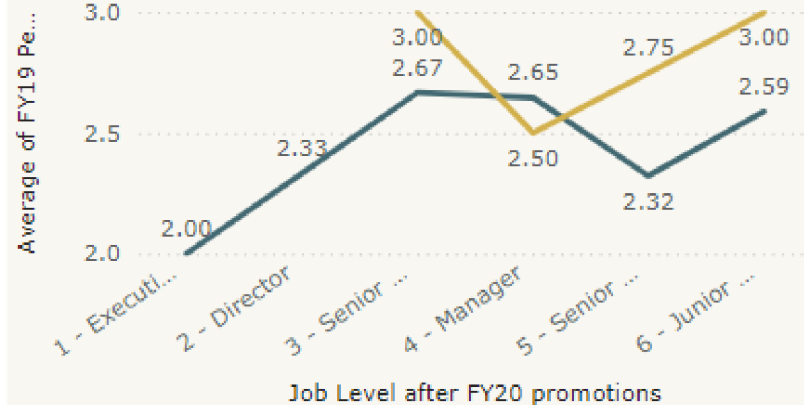
Average Time in Job Level after FY20 Promotions by Gender

Gender ● Female ● Male



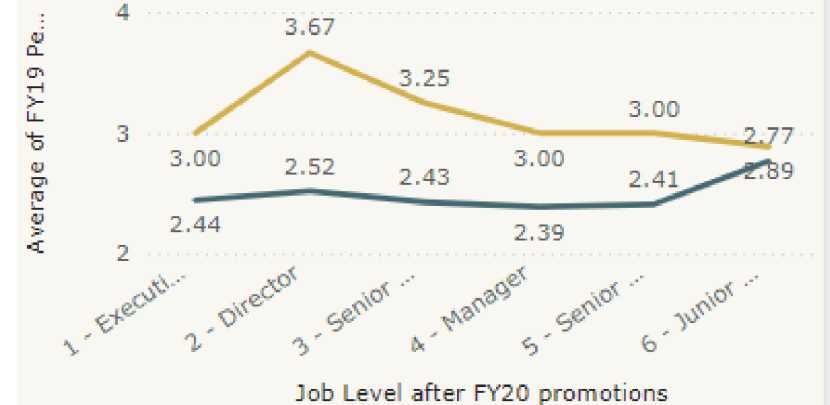
APR FY19 by Job Level post FY20 Promotions (Female)

FY20 leaver? ● No ● Yes



APR FY19 by Job Level post FY20 Promotions (Male)

FY20 leaver? ● No ● Yes



Diversity Inclusion

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Female%

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APR Female

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APR Male

Department

All

Job Level

All

Age group

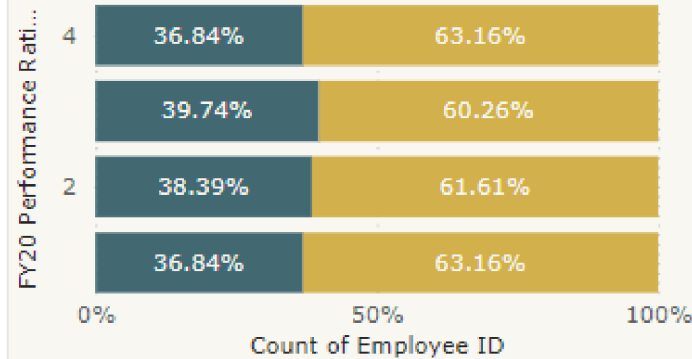
All

Region group

All

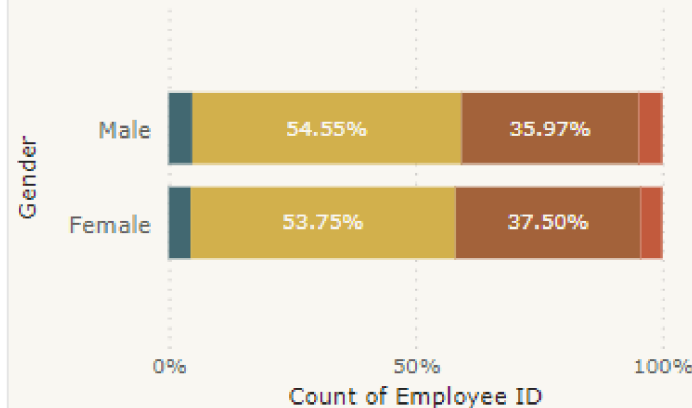
Count of Employee ID by FY20 Performance Rating and Gender

Gender ● Female ● Male

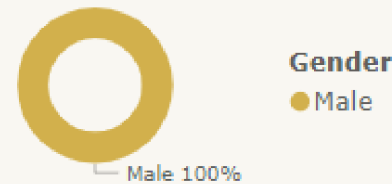


Count of Employee ID by Gender and FY20 Performance Rating

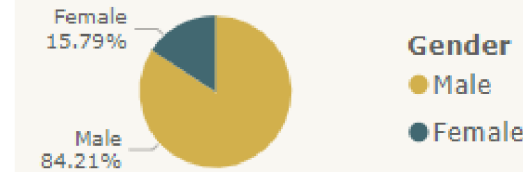
FY20 Perf... ● 1 ● 2 ● 3 ● 4



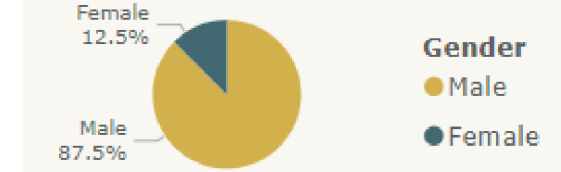
Gender Distribution in Executive Roles for New Hires(FY20)



Gender Distribution in Executive Roles (FY21)

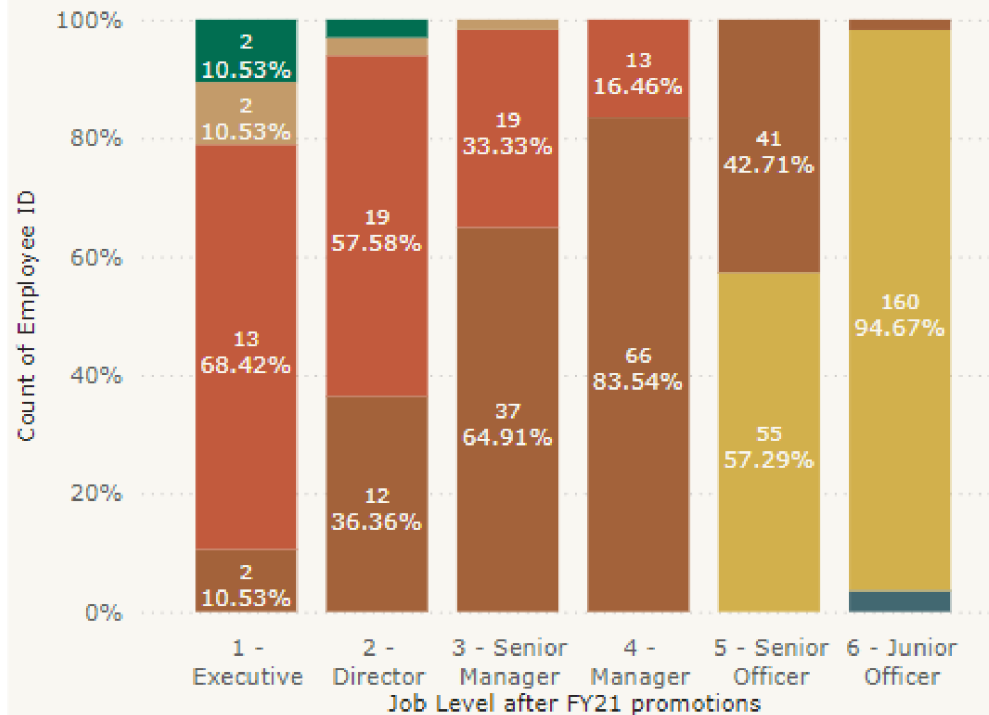


Gender Distribution in Executive Roles (FY20)



Distribution of Job Level post FY21 Promotions by Age group

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



Employee Distribution by Age Group(End of FY20)

