

# Pharma Group AG

## Diversity and Inclusions

### 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 and Inclusion dashboard

## Employee Type

All



## Nationality

All



## Department

All



## Job Level

All



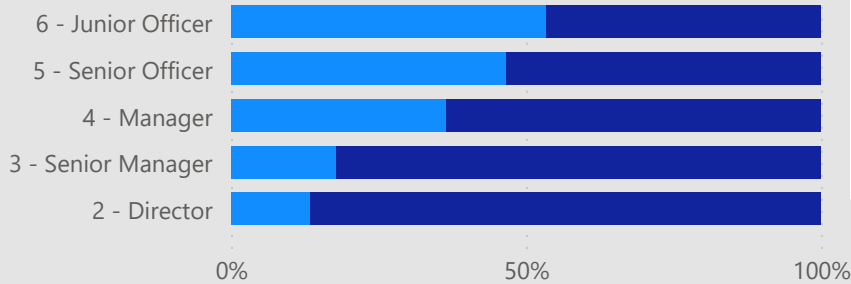
## KPI1-Hiring

## KPI2-Promotion (this year)

## KPI3- Turnover Rate (Leavers)

### Employees by Jobtype

Female Male



#Of men

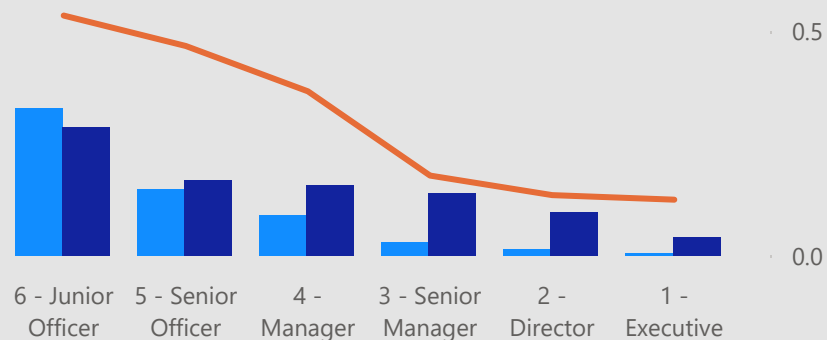
59%

#Of women

0.41

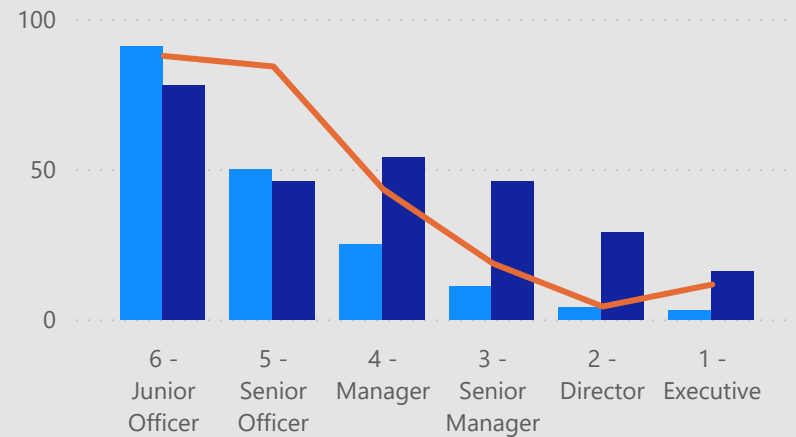
### Employees by JobType

Female Male NofWomen



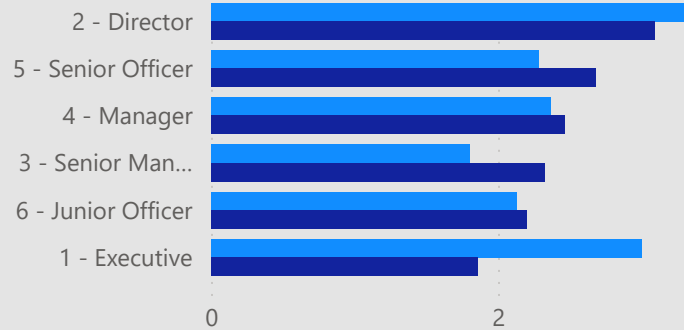
### Employees by JobType

Female Male NofWomen



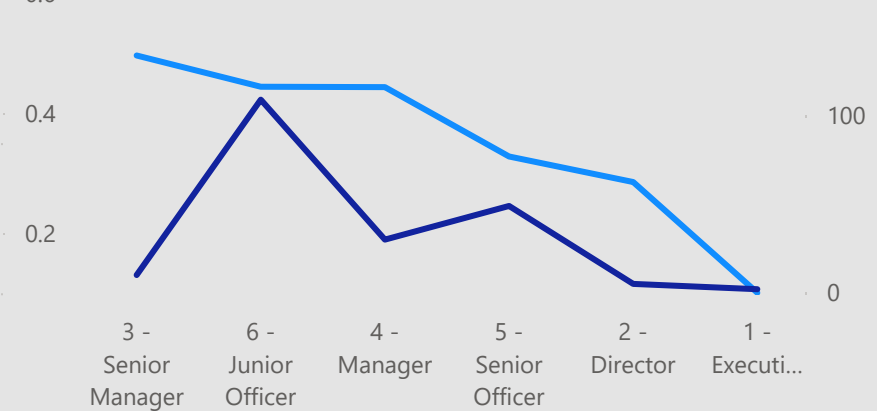
### Avg Time in Previous Role

Female Male



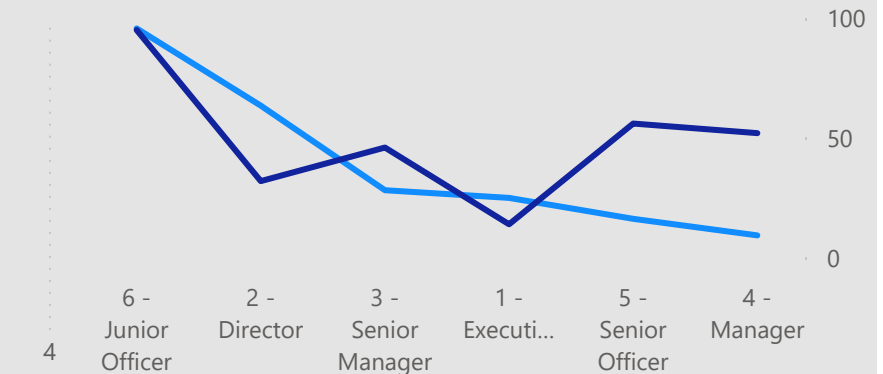
### Performance Rating of Leavers vs Non Leavers (Women)

Average of FY19 Performance Rating Count of FY20 leaver?



### Performance Rating of Leavers vs Non Leavers (Men)

Average of FY19 Performance Rating Count of FY20 leaver?



# Diversity and Inclusion dashboard

Employee Type

All

Nationality

All

Department

All

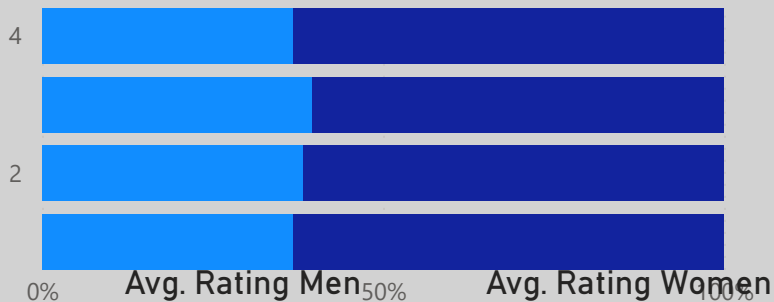
Job Level

All

## KPI4- Performance Rating

### Employees By Performance Rating

Gender Female Male

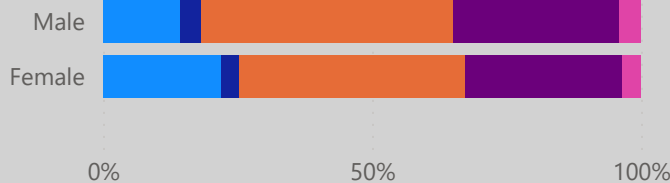


2.41

2.42

### Gender by Performance Rating

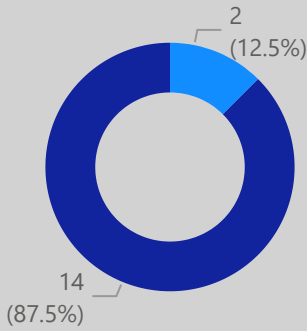
(Blank) 1 2 3 4



## KPI5-Executives Diversity

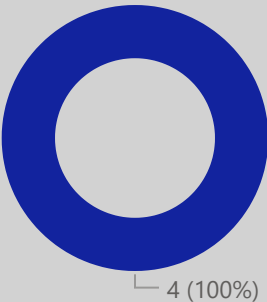
### FY20 Employee Breakdown

Gen... Female Male



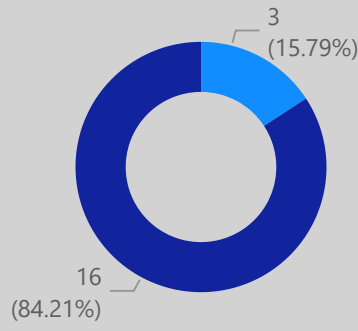
### Executive Hires(FY20)

Gender Male



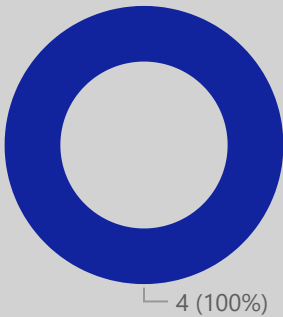
### FY21 Employee Breakdown

Gen... Female Male



### Promotion to Executive(FY20)

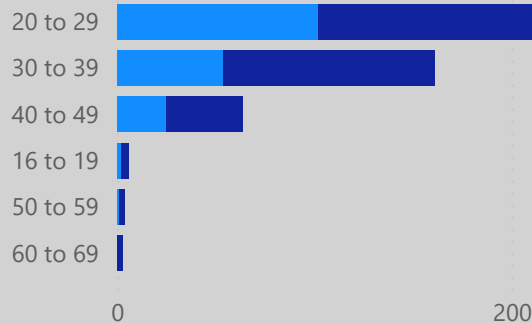
Gen... Male



## KPI6-Age Group

### Employees by Age Group(end FY20)

Gender Female Male



### Job Level by Age Group(FY21)

Age group 16 to 19 20 to 29 30 to 39 40 to 49

