



# Diversity & Inclusion



Department

All

Job Level

All

Age group

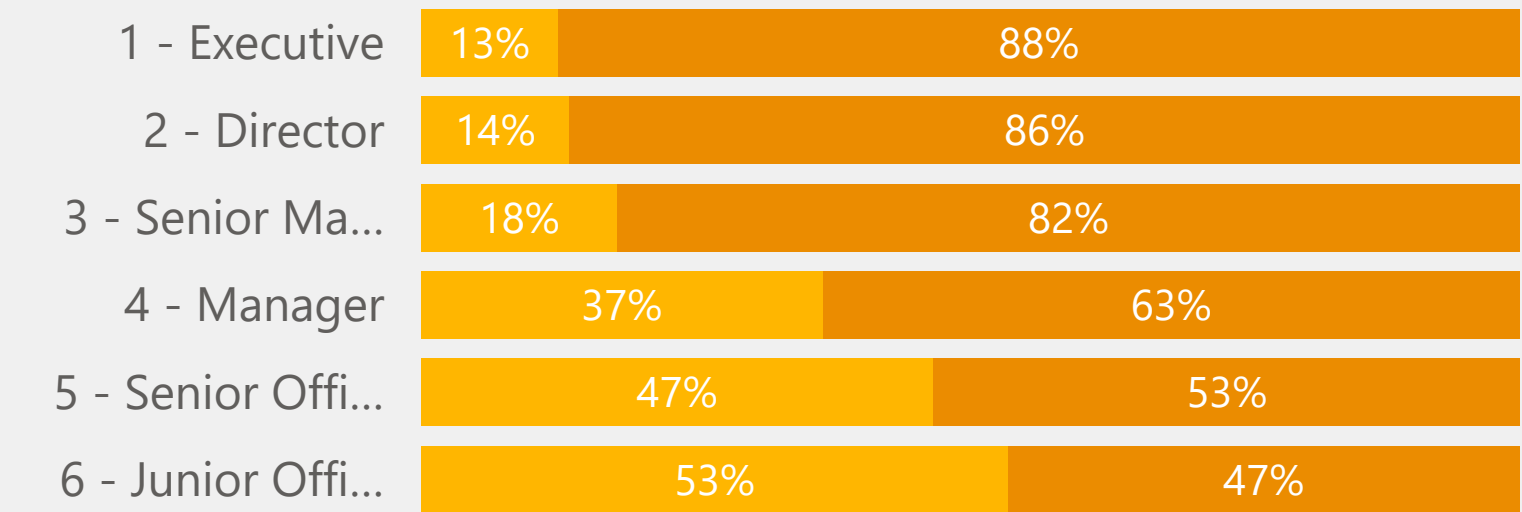
All

Region group

All

## KPI 1 - Hiring

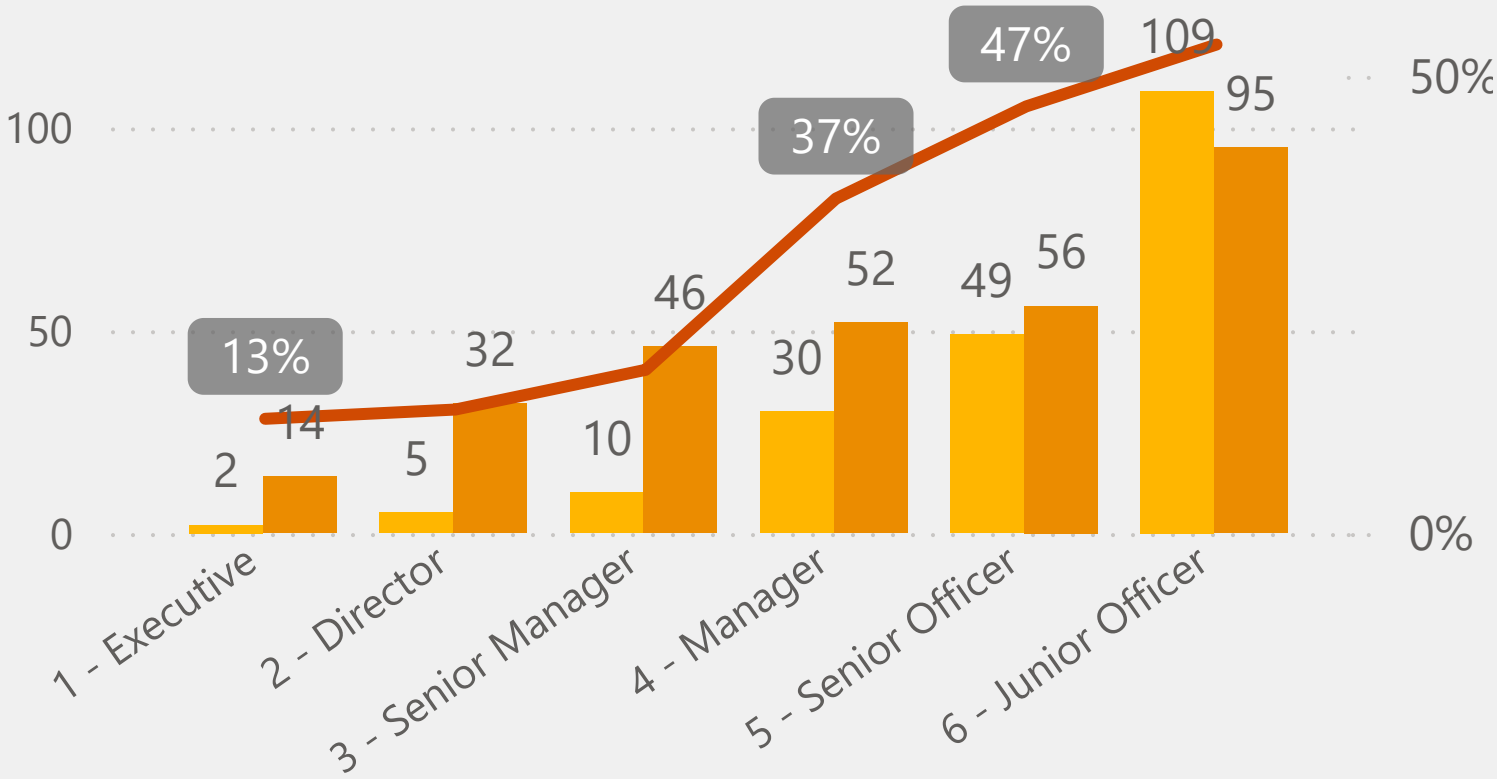
Gender ● Female ● Male



41%  
of hires were female

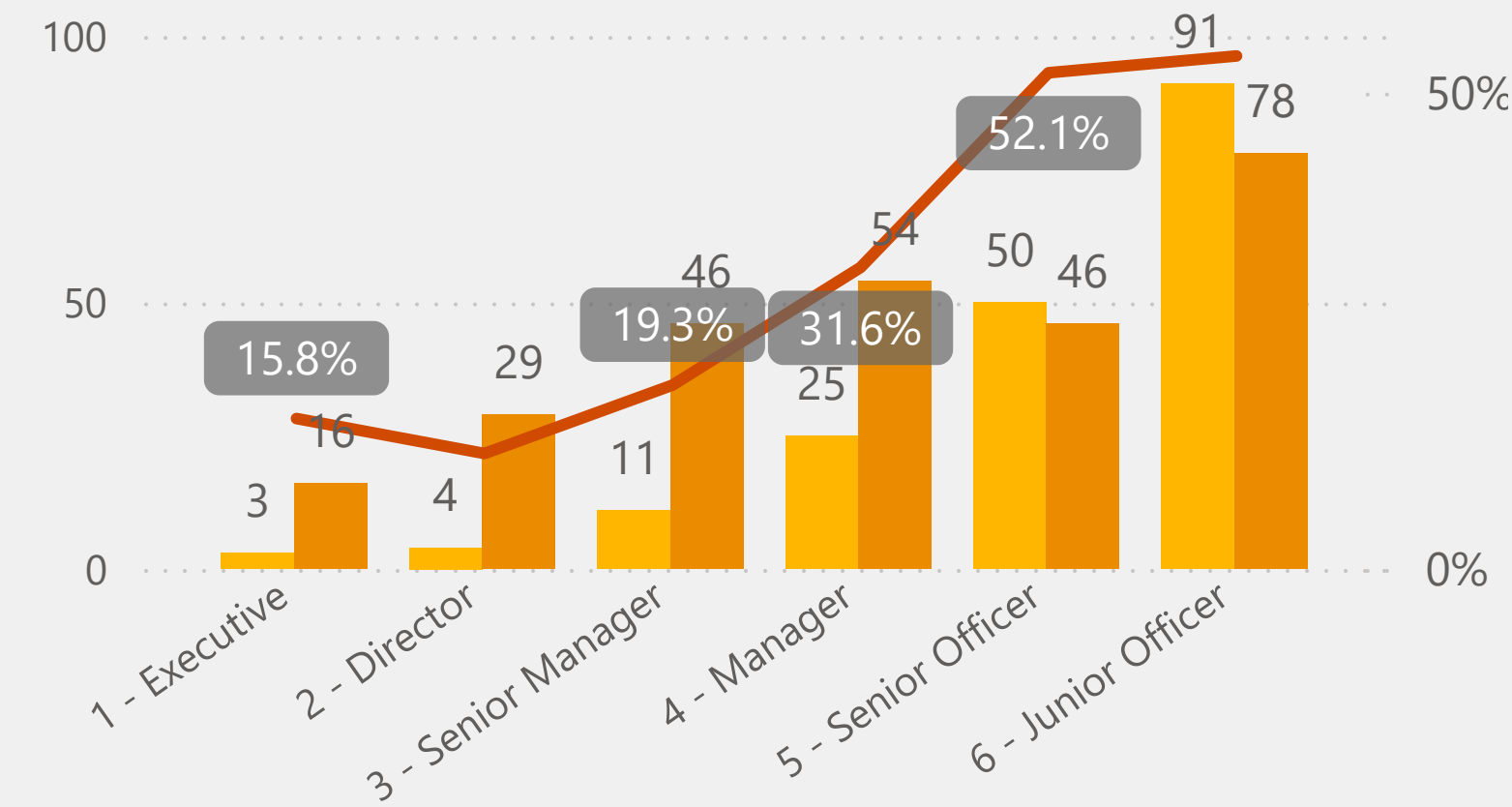
59%  
of hires were male

Gender ● Female ● Male ● % of hires women

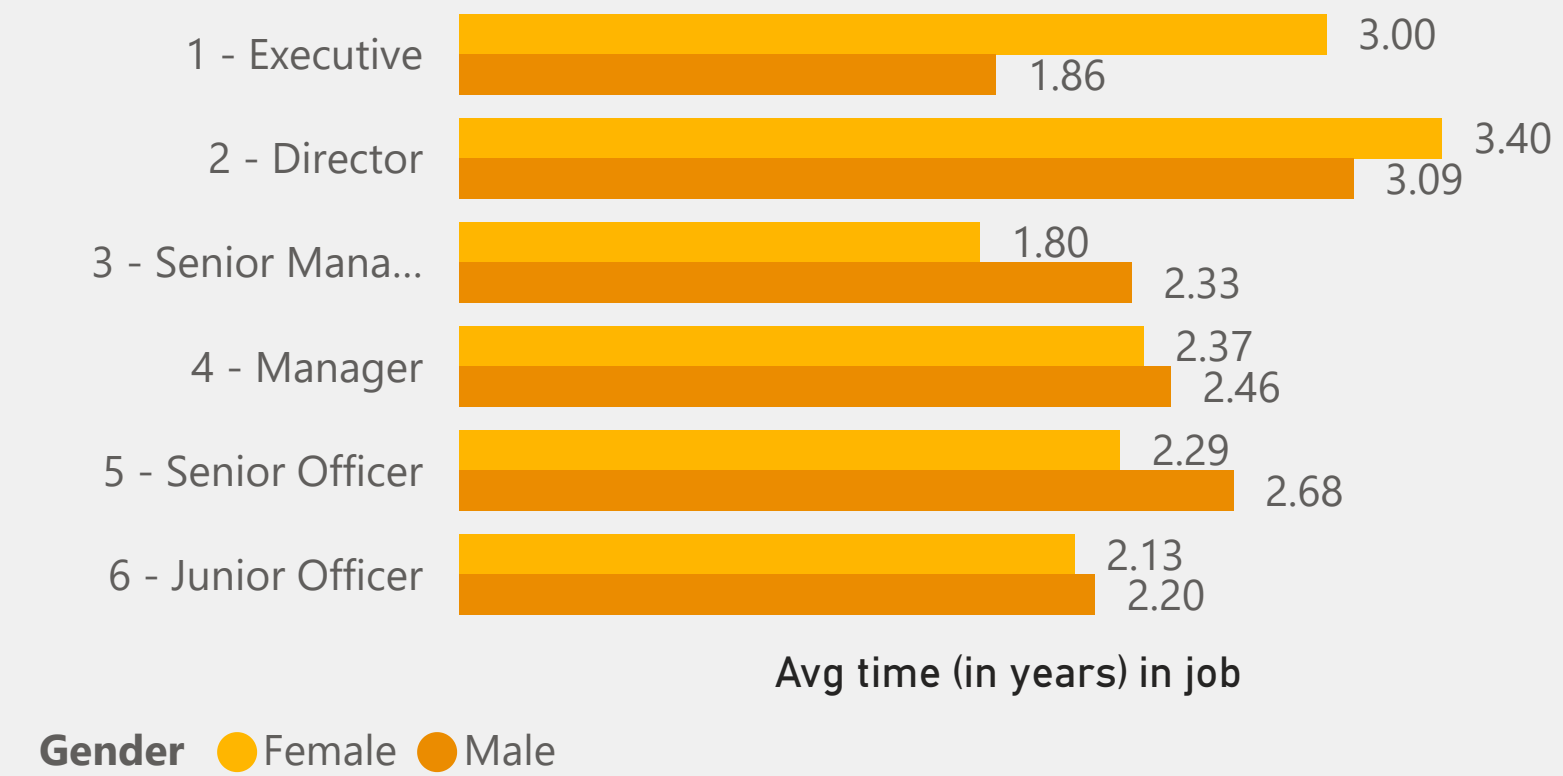


## KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women



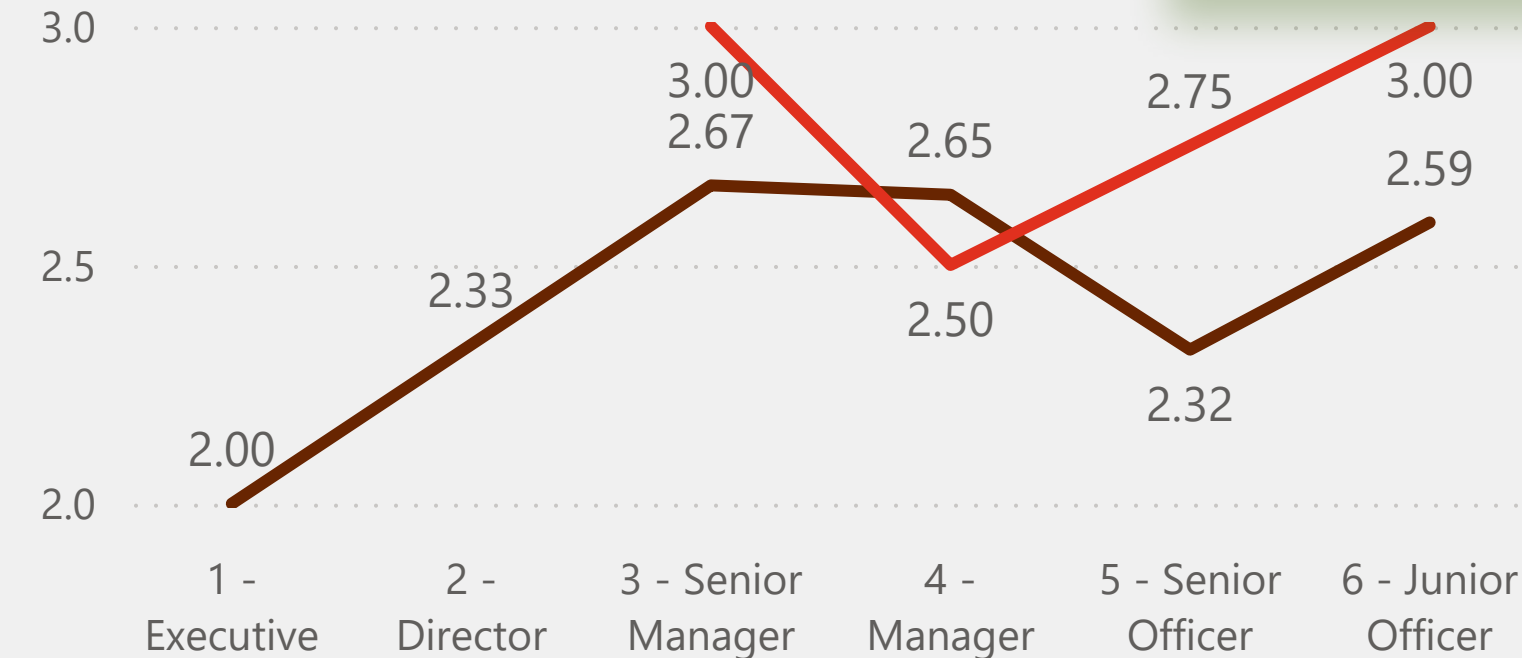
Avg. Time in Grade of employees promoted in FY21 (in years)



## KPI 3 - Turnover Rate (FY20 leavers)

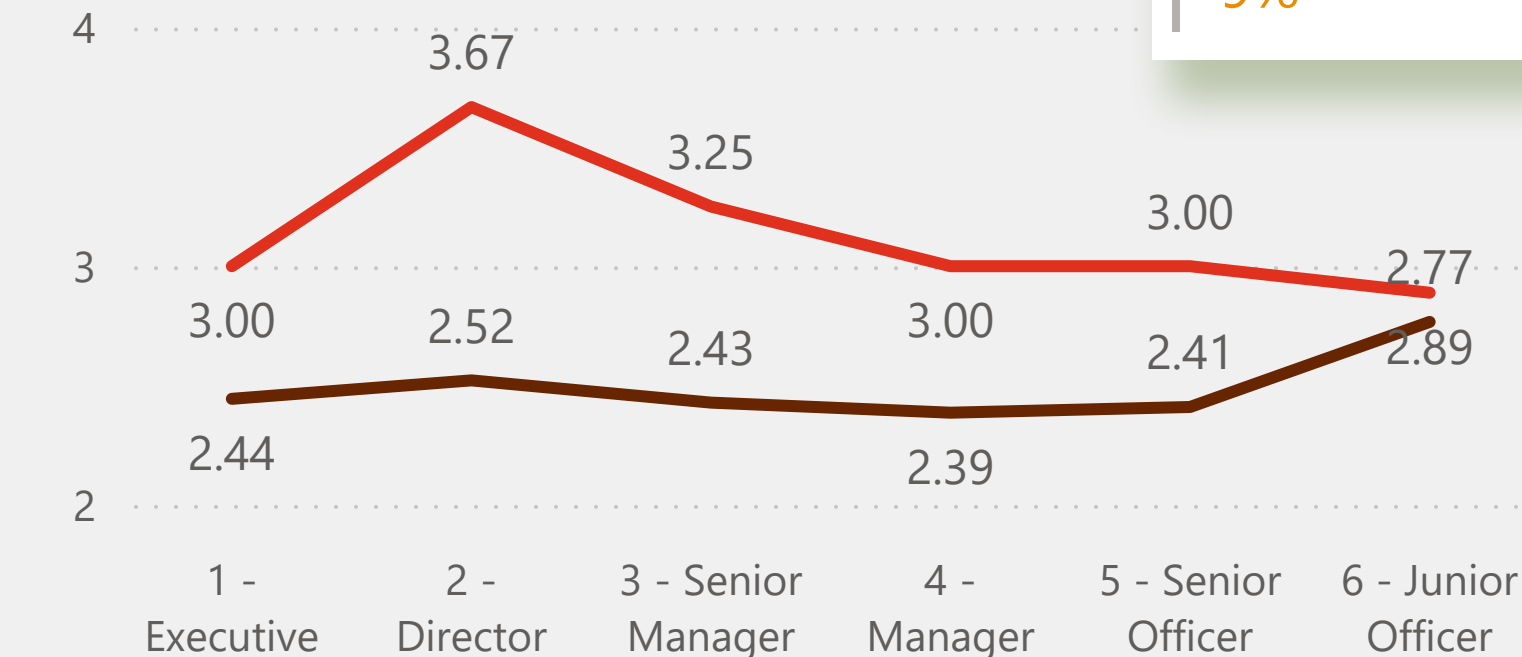
Average Performance Rating of Leavers vs non-Leavers (WOMEN)

Left this FY? ● No ● Yes



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

Left this FY? ● No ● Yes





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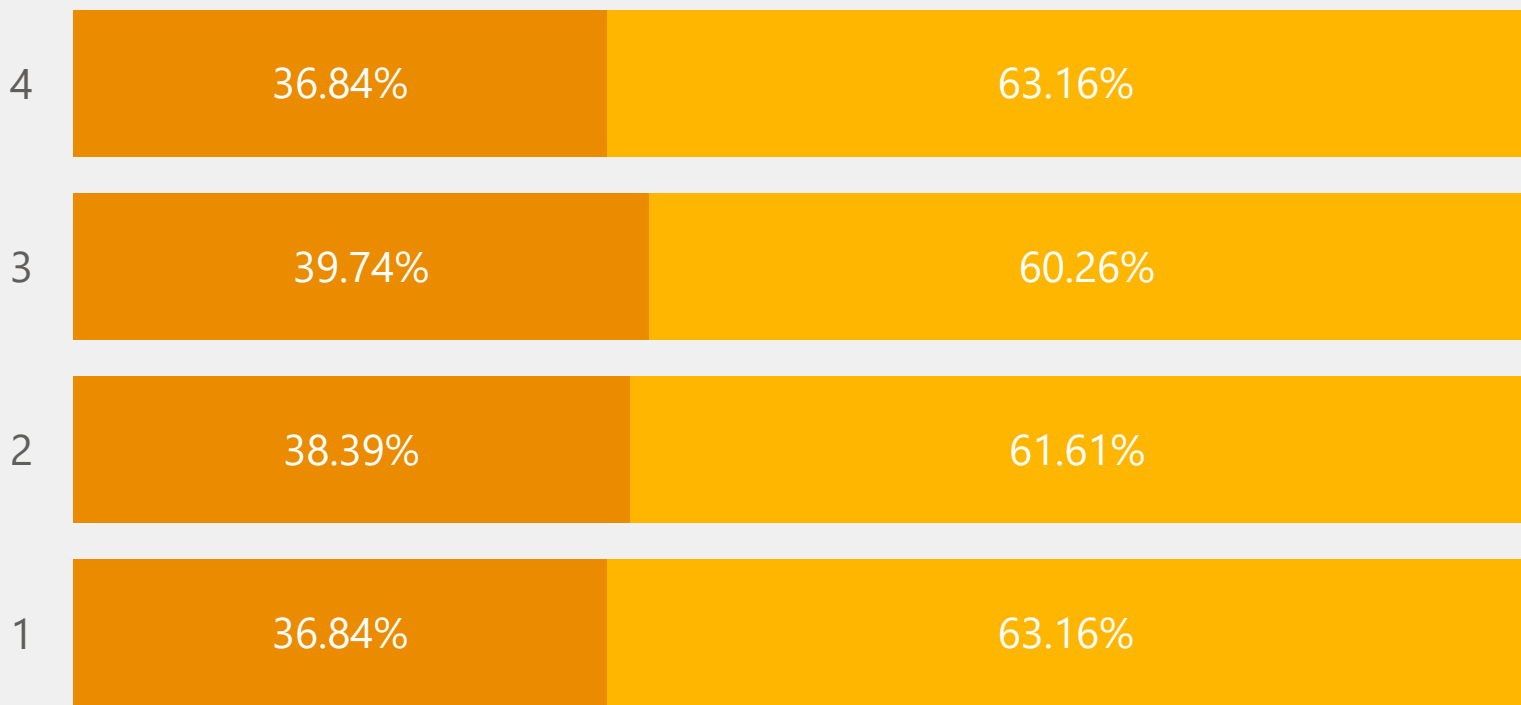
Region group

All



## KPI 4 - Performance Rating

Gender Female Male



2.42

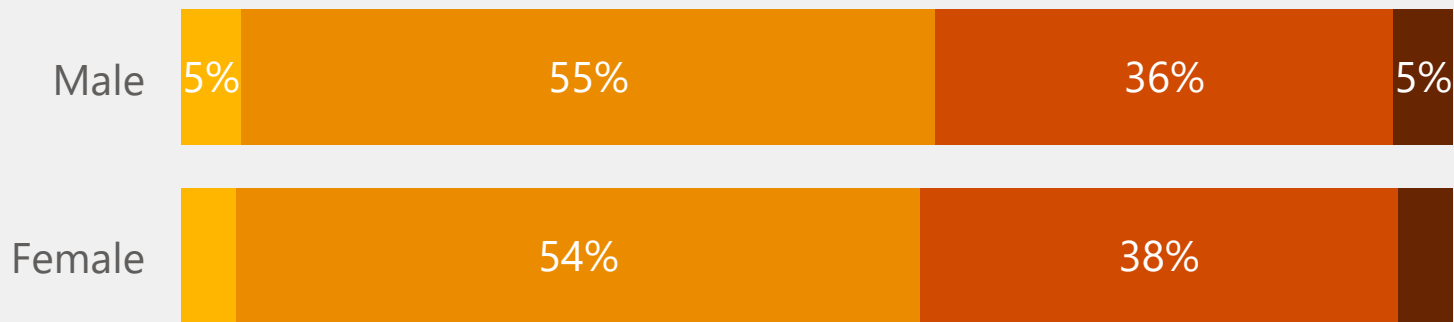
Avg Rating Women

2.41

Avg Rating Men

FY20 Perf. Rating 1 2 3 4

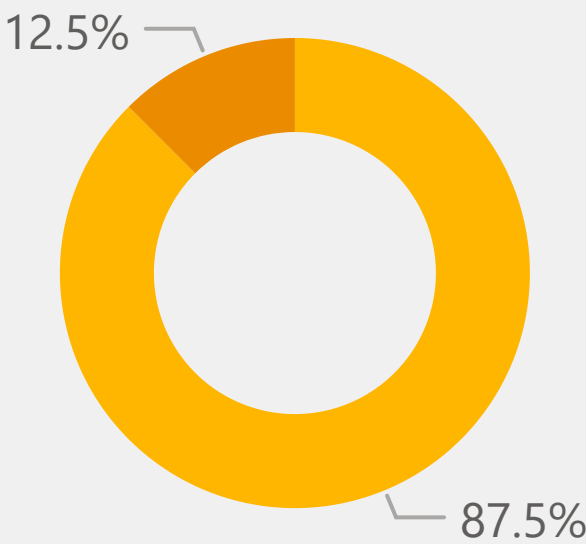
1 = excellent  
2 = great  
3 = sufficient  
4 = bad



## KPI 5 - Executive Gender Balance

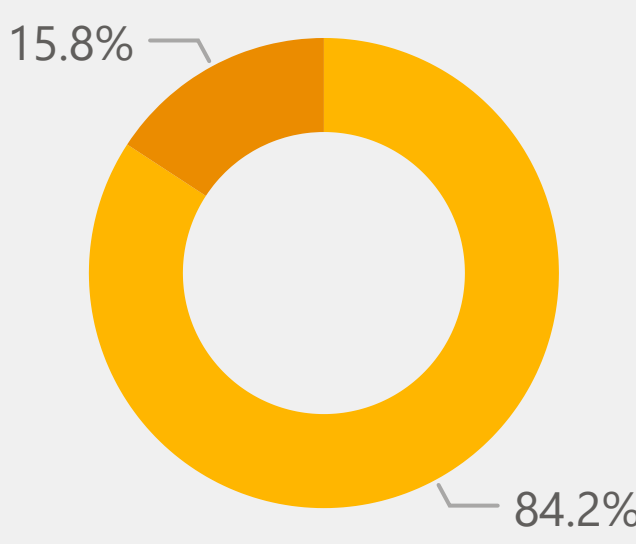
Executive split (FY20)

Gender Male Female



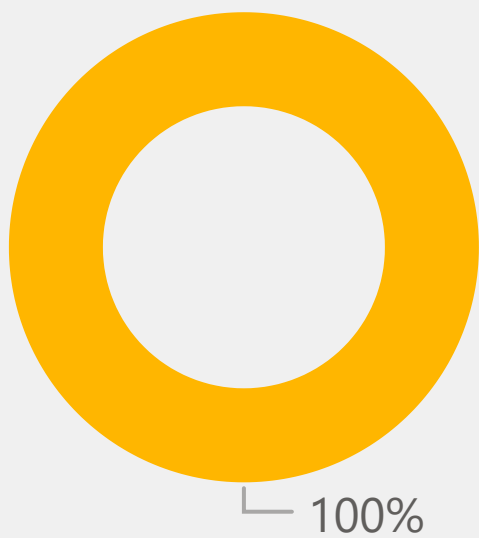
Executive split (FY21)

Gender Male Female



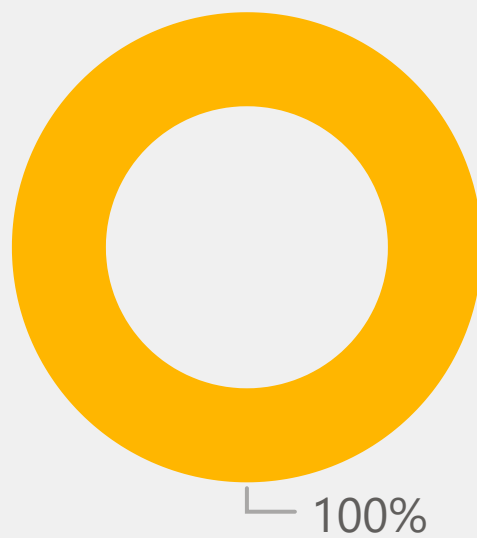
Executive Hires (FY20)

Gender Male



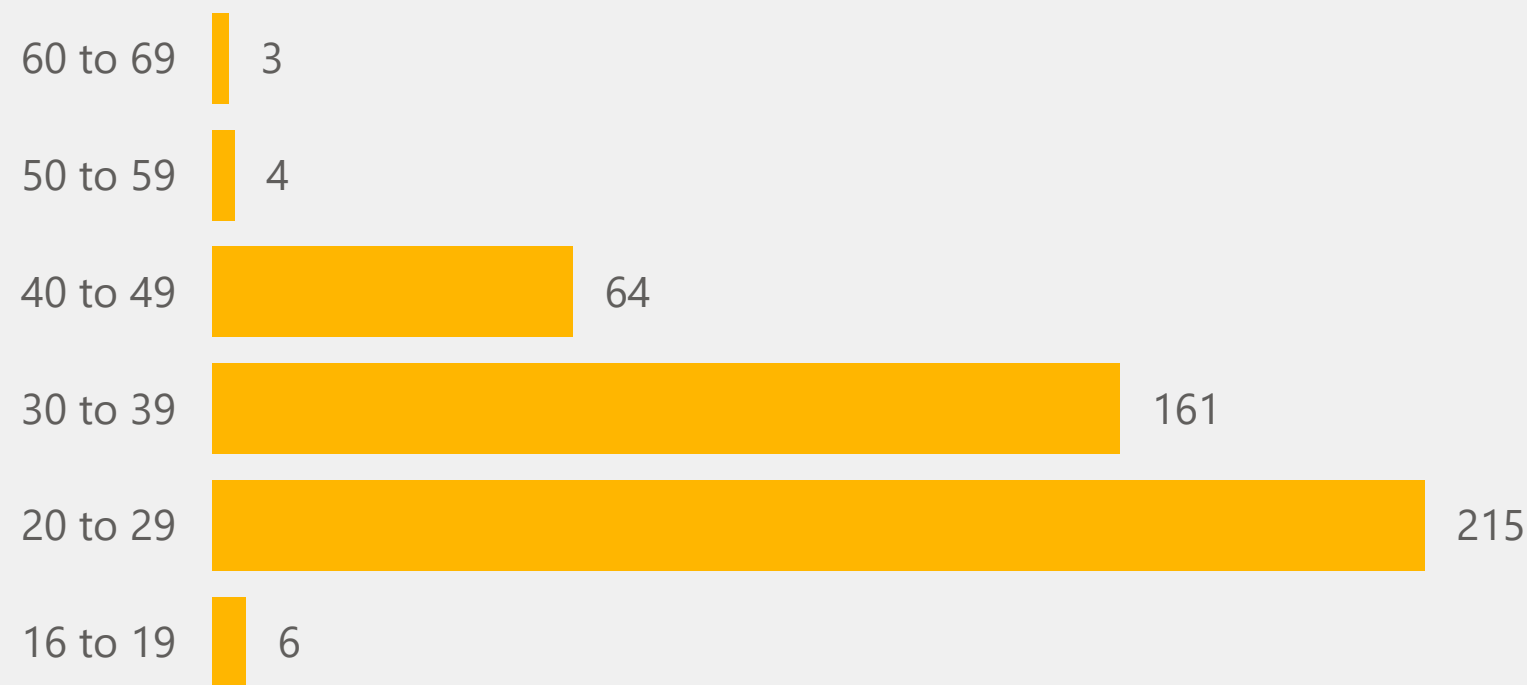
Promotion to Executive (FY20)

Gender Male

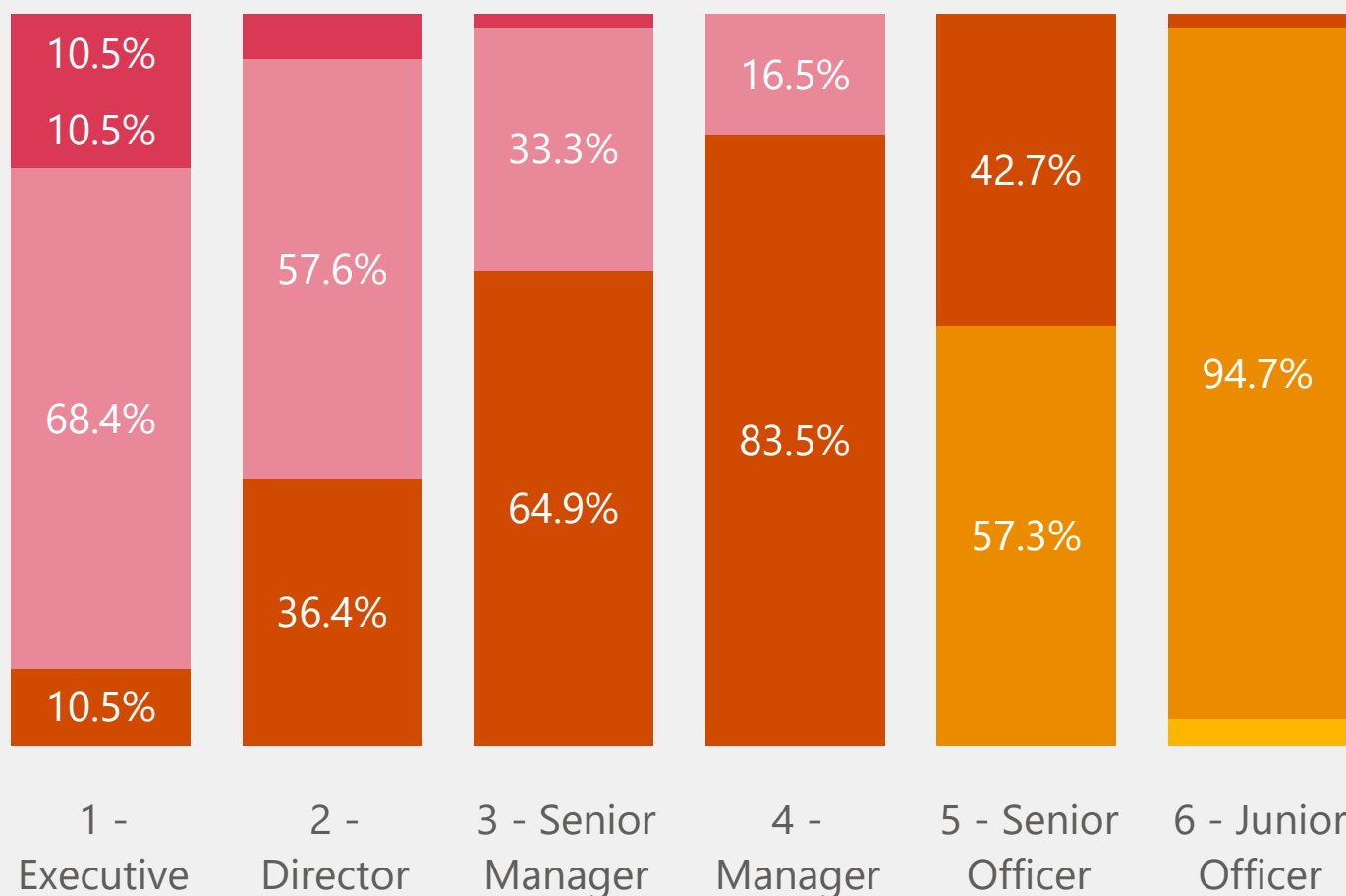


## KPI 6 - Age group

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



# Diversity and Inclusion Report

Department

All

Job Level after FY20 promotions

All

Age group

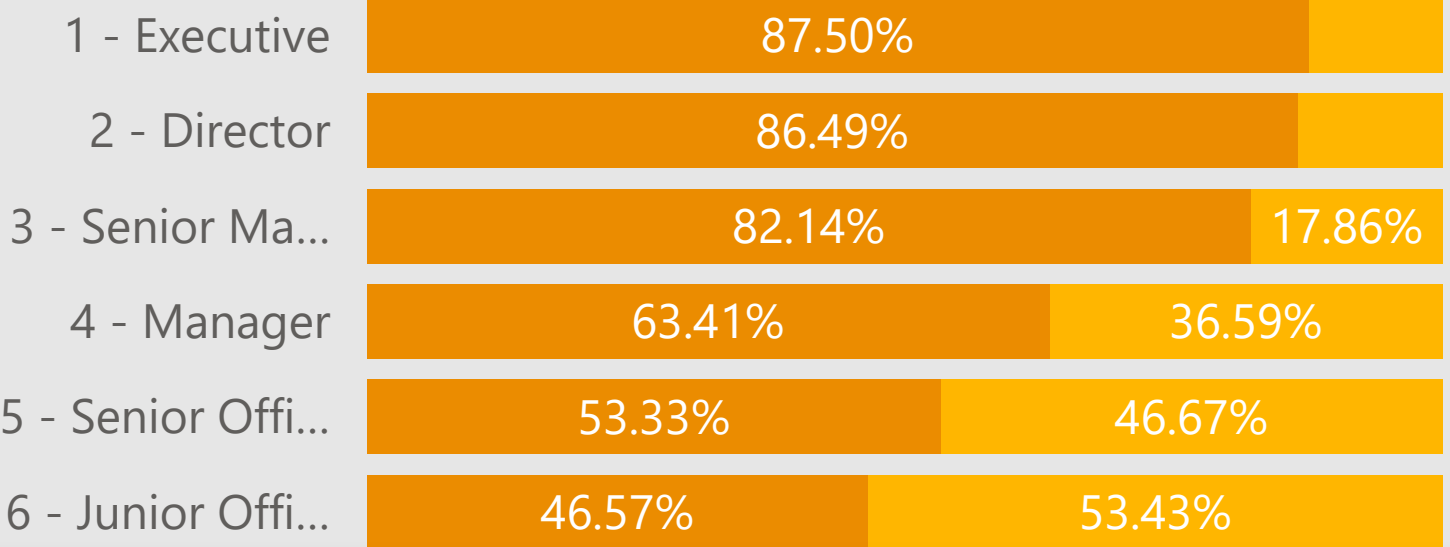
All

Region group

All

## KPI 1 Hiring

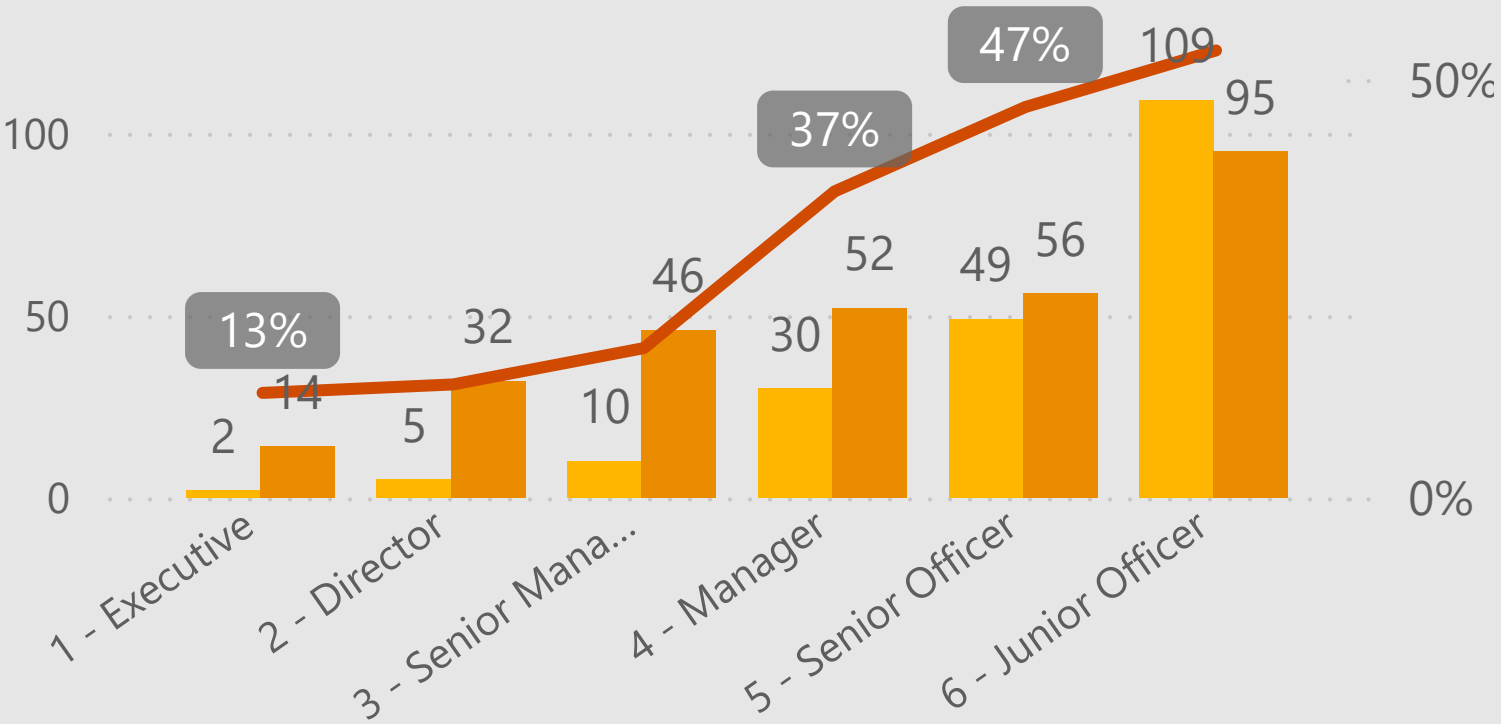
Gender ● Female ● Male



59%  
% of hires men

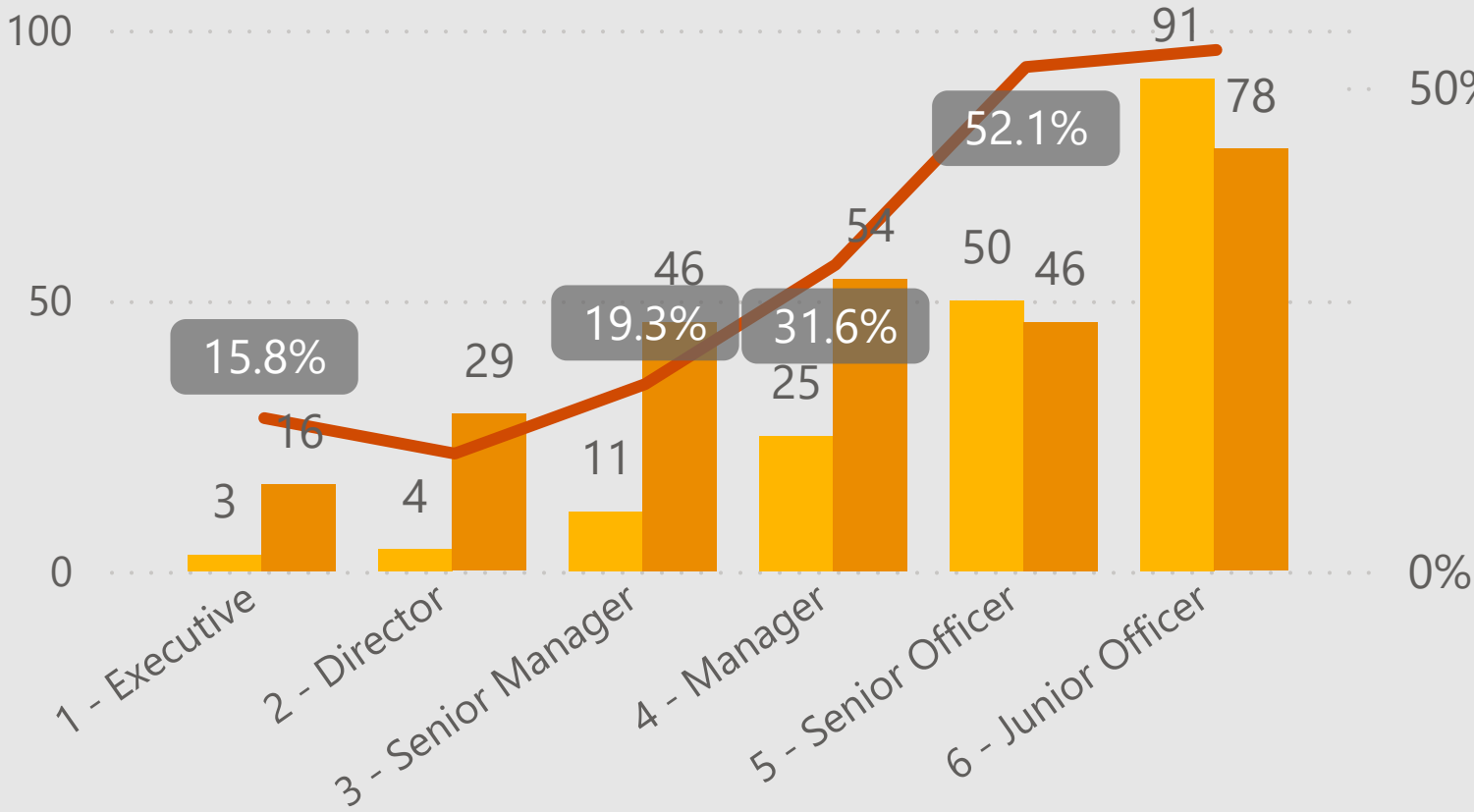
41%  
% of hires women

Gender ● Female ● Male ● % of hires women

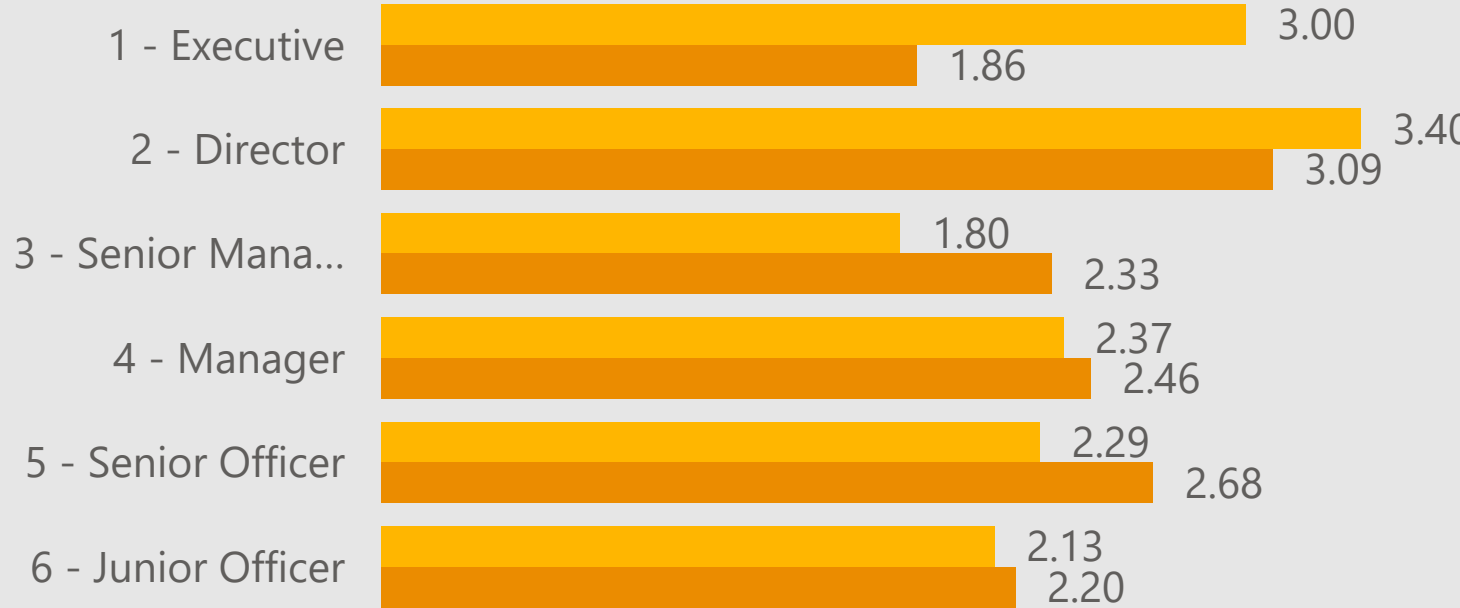


## KPI 2 Promotions

Gender ● Female ● Male ● % Promotees who were women



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



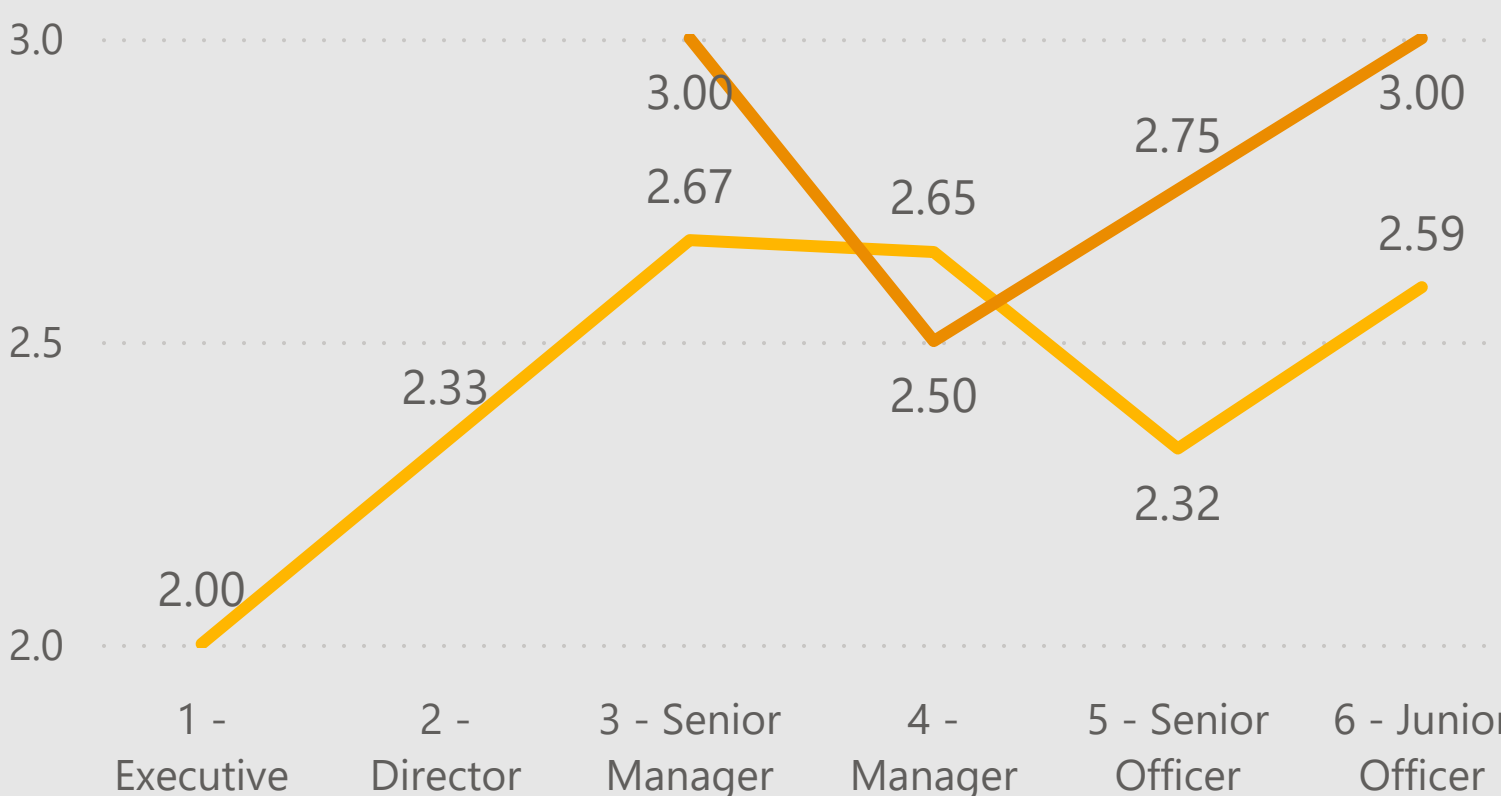
Gender ● Female ● Male

Avg time (in years) in job

## KPI 2 Turnover Rate (FY20 leavers)

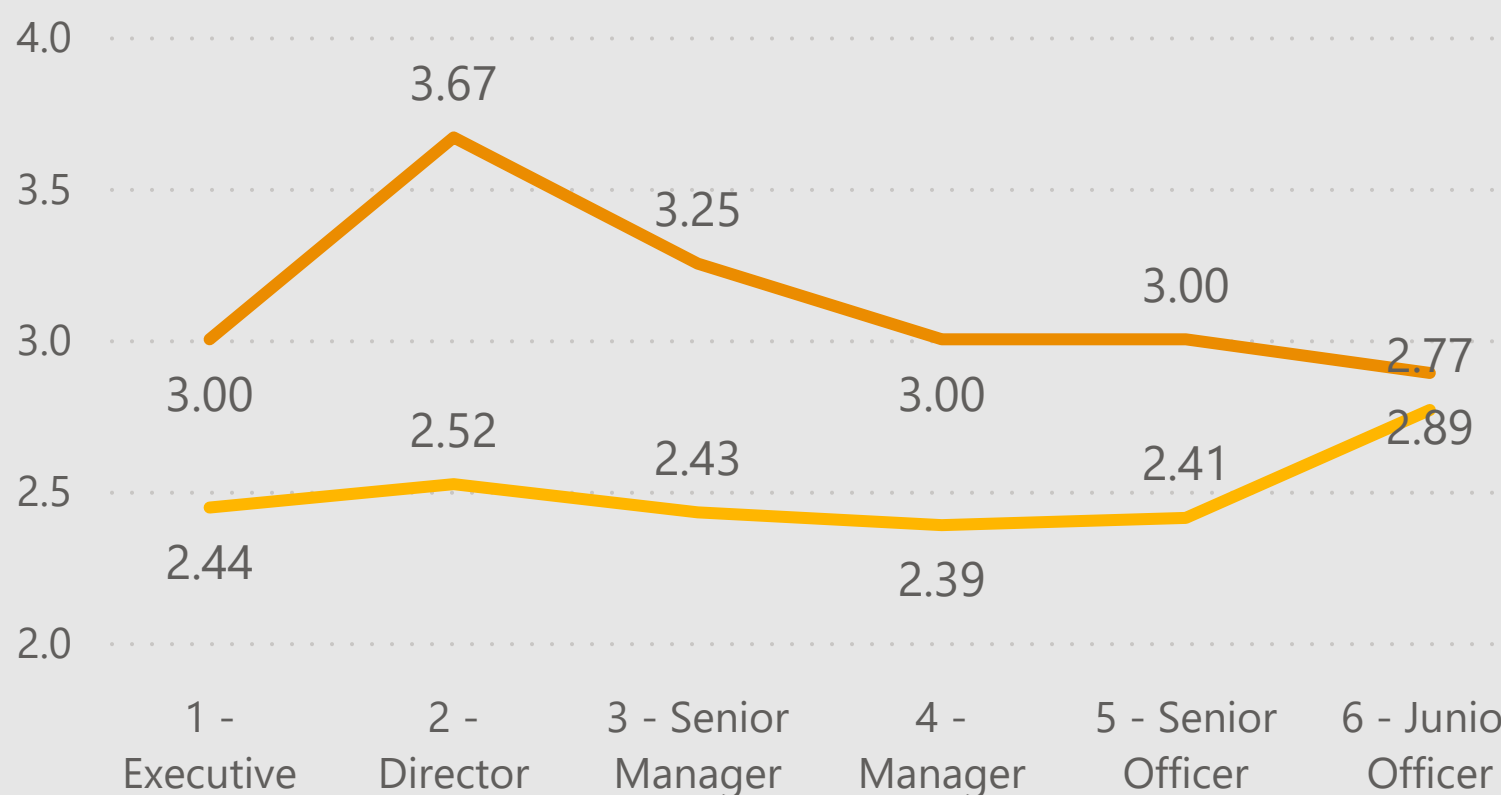
Average Performance Rating Leavers vs non-Leavers (WOMEN)

Left this FY? ● No ● Yes



Average Performance Rating Leavers vs non-Leavers (MEN)

Left this FY? ● No ● Yes



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Job Level after FY20 promotions

All



Age group

All



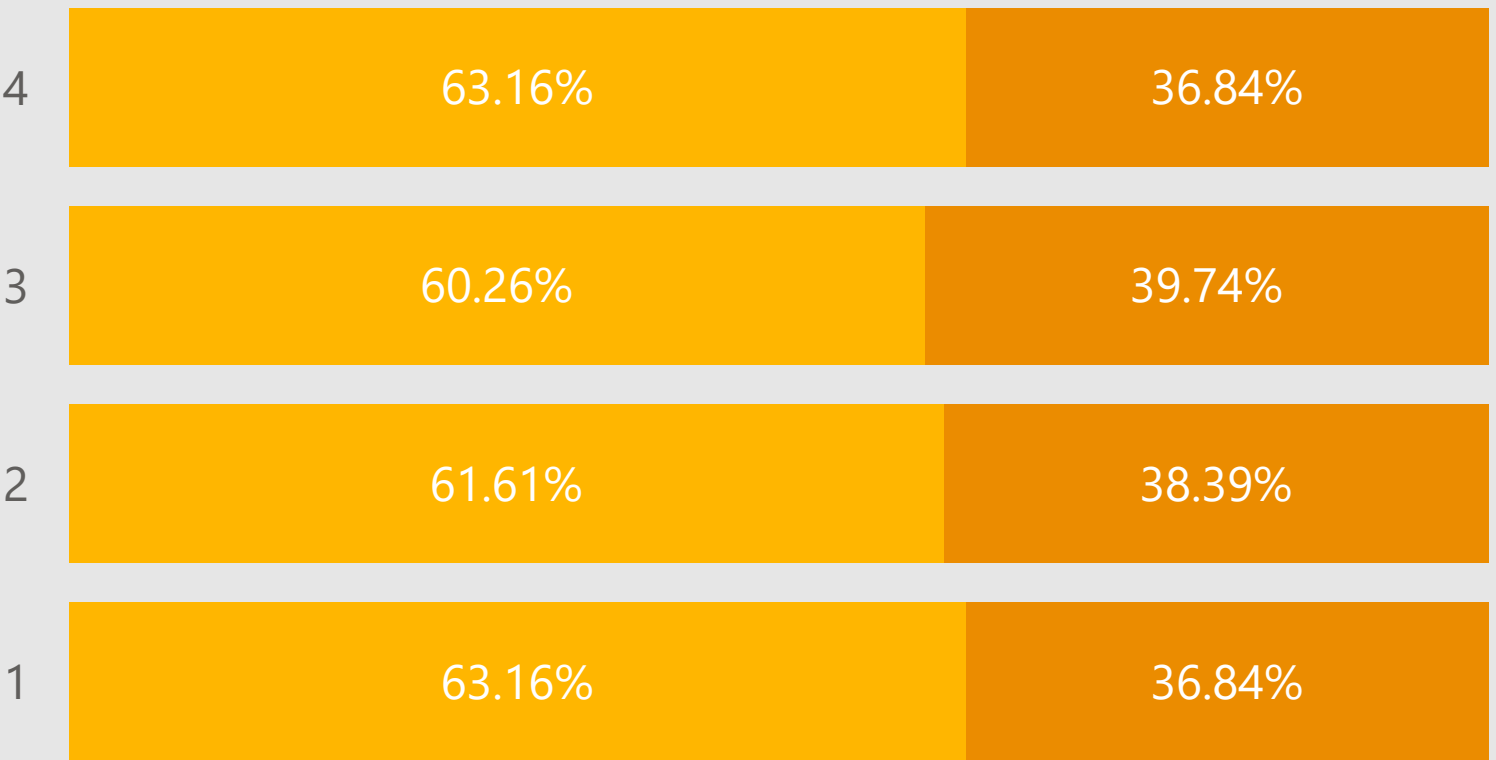
Region group

All



## KPI 1 Performance Rating

**Gender** ● Female ● Male



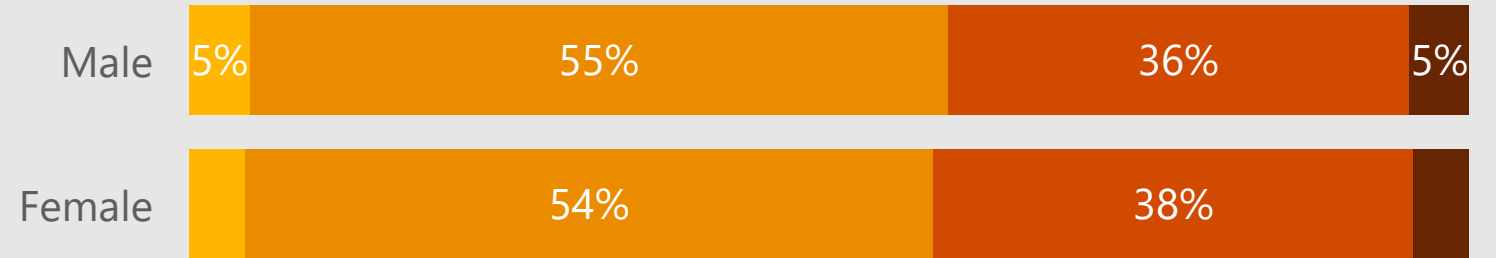
2.41

Avg Rating Men

2.42

Avg Rating Women

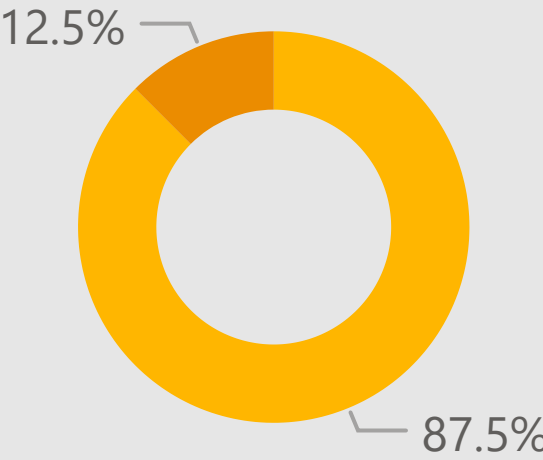
**FY20 Perf. Rating** ● 1 ● 2 ● 3 ● 4



## KPI 2 Executive Gender Balance

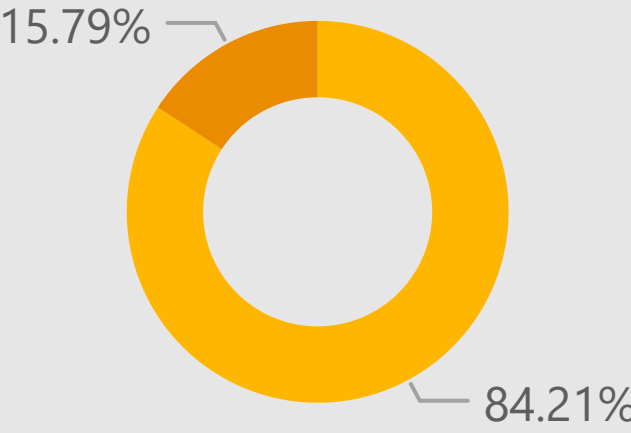
Executive Split FY2020

**Gender** ● Male ● Female



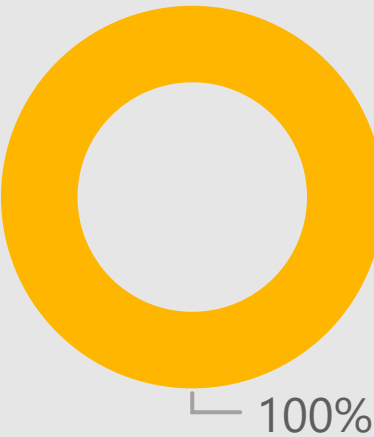
Executive Split FY2021

**Gender** ● Male ● Female



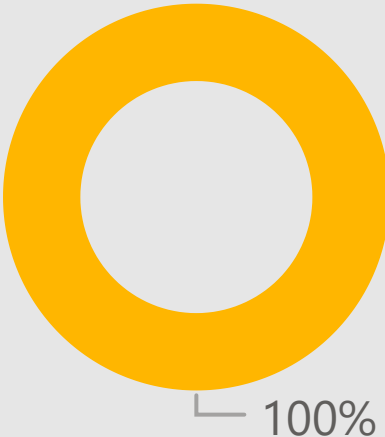
Executive Hires in FY2020

**Gender** ● Male



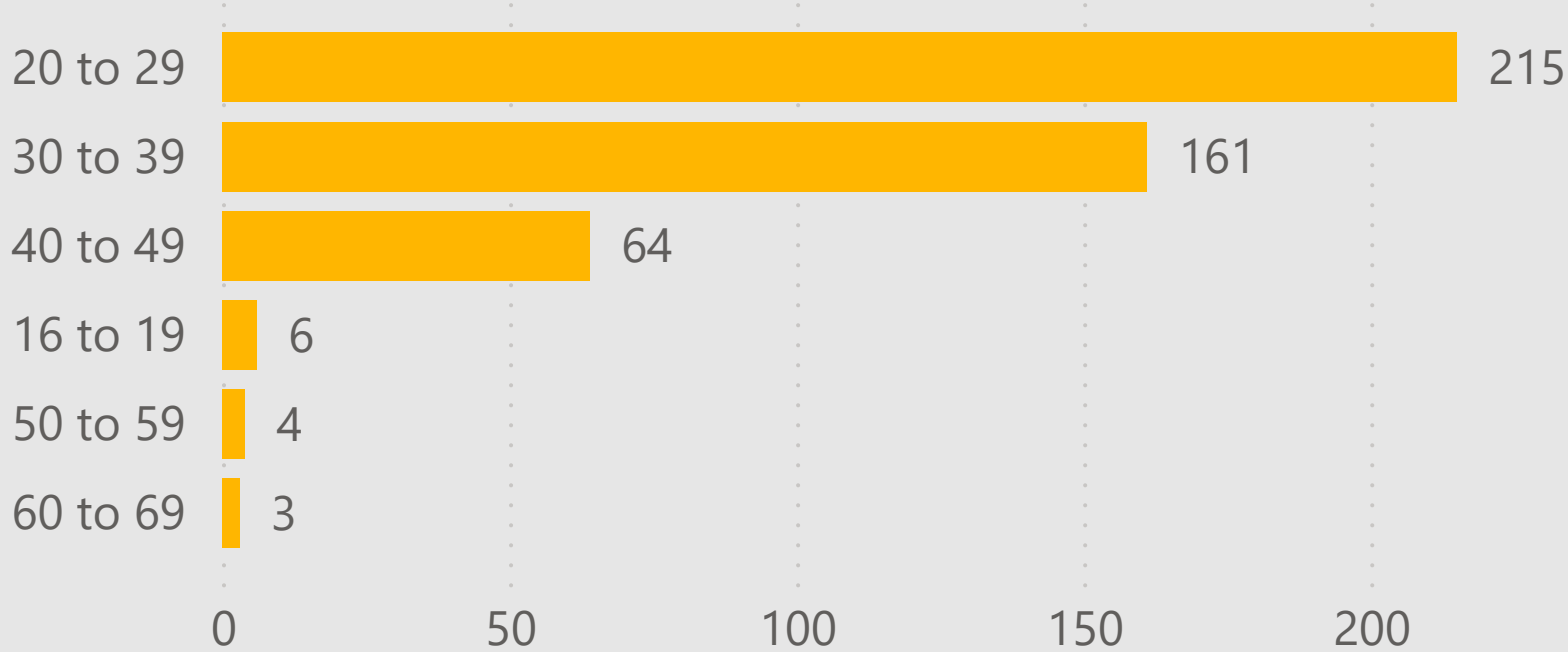
Executive Hires in FY2020

**Gender** ● Male



## KPI 2 Turnover Rate (FY20 leavers)

Age group & end of FY20



Age group & end of FY21

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

