

Diversity & Inclusion among Employees



Department



Job Level



Age group



Region



Nationality



All



All



All



All

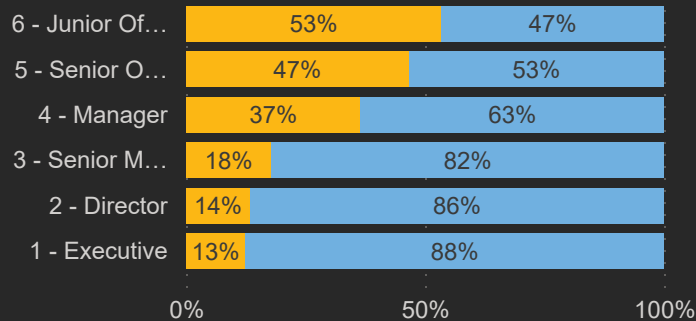


All



KPI 1 - HIRING

Gender ● Female ● Male



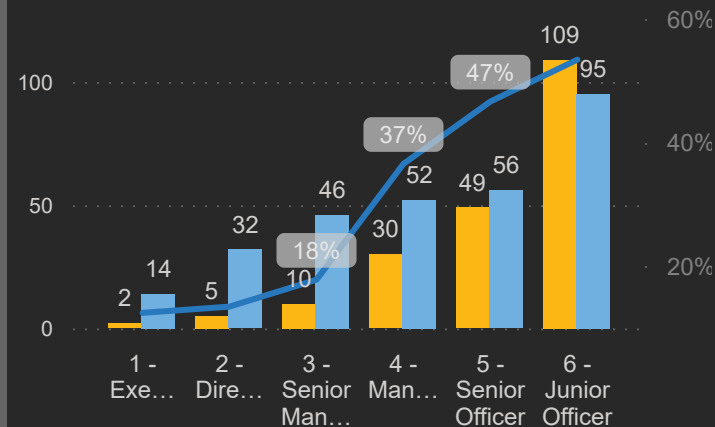
41%

of hired women

59%

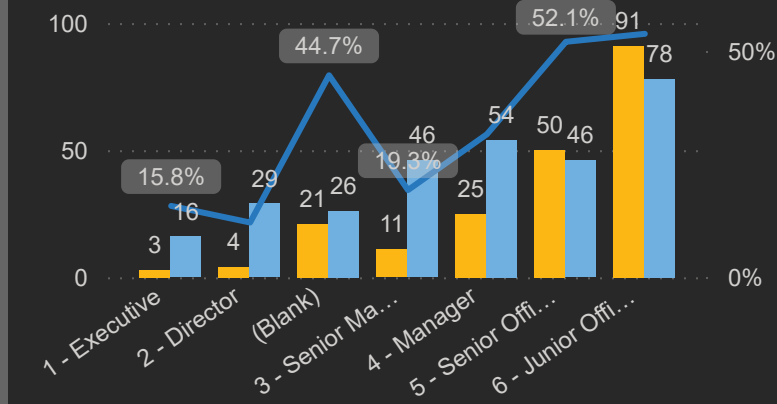
of hired men

Gender ● Female ● Male ● % of hired women

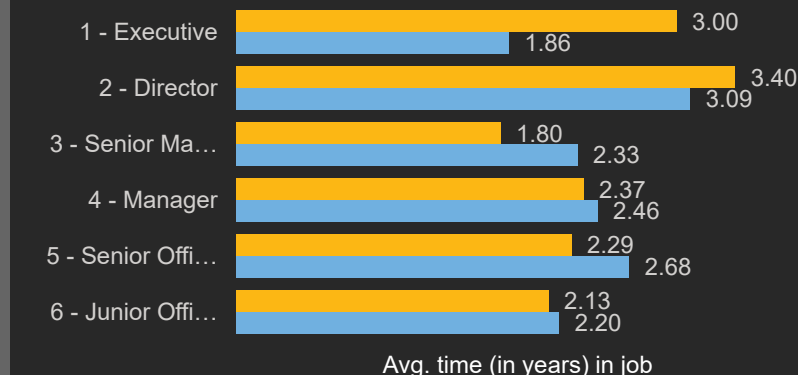


KPI 2 - PROMOTIONS (2021)

Gender ● Female ● Male ● % Women Promotee



Avg. time in grade of employees in FY 21 (in yrs)



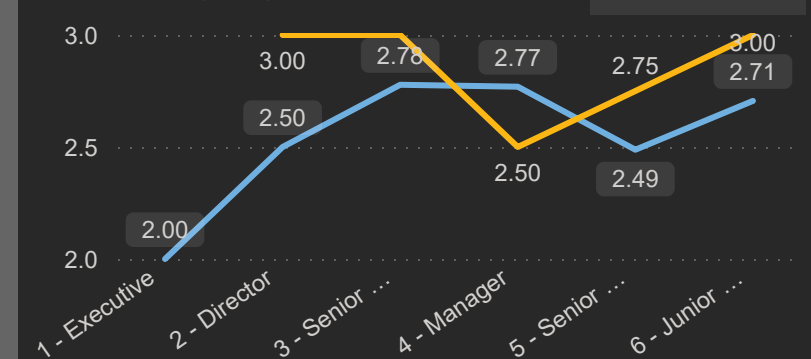
Gender ● Female ● Male



KPI 3 - Turnover Rate (FY 20 Leavers)

Avg. Performance Rating of Leavers Vs Non-Leavers (Women)

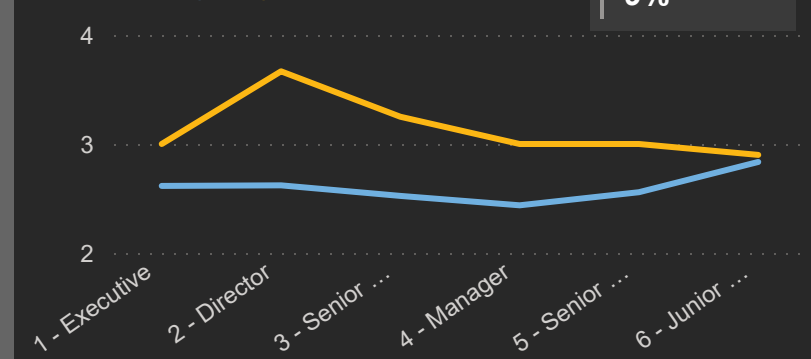
FY20 leaver? ● No ● Yes



Female
11%

Avg. Performance Rating of Leavers Vs Non-Leavers (Men)

FY20 leaver? ● No ● Yes



Male
9%

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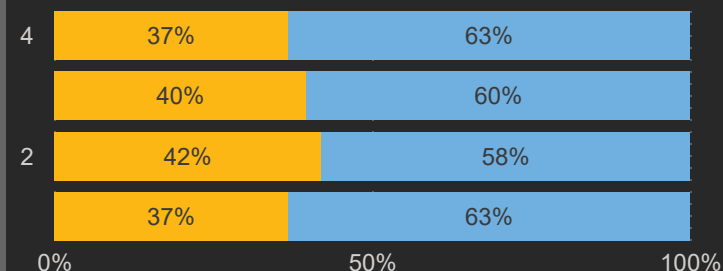
All

All



KPI 4 - PERFORMANCE RATING

Gender ● Female ● Male

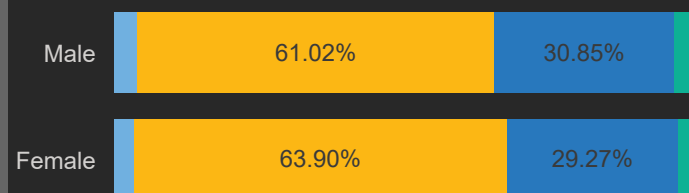


2.35
Avg Rating Men

2.33
Avg Rating Women

FY20 Perf. ... ● 1 ● 2 ● 3 ● 4

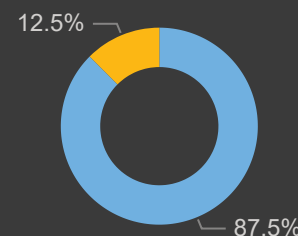
1 = Excellent
2 = Great
3 = Sufficient
4 = Bad



KPI 5 - EXECUTIVE GENDER BALANCE

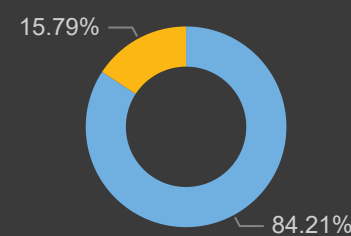
Executive Split (FY20)

● Male ● Female



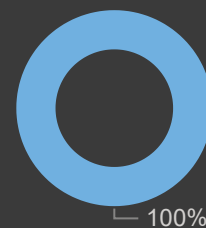
Executive Split (FY21)

● Male ● Female



Executive Hires (FY20)

● Male



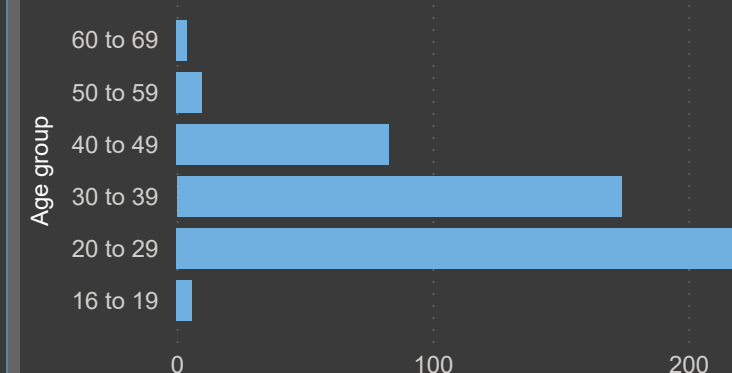
Promotion given to Executive (FY20)

● 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

