

Pharma Group AG

Diversity and Inclusion Dashboard

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 Time

All

Nationality

All

Department

All

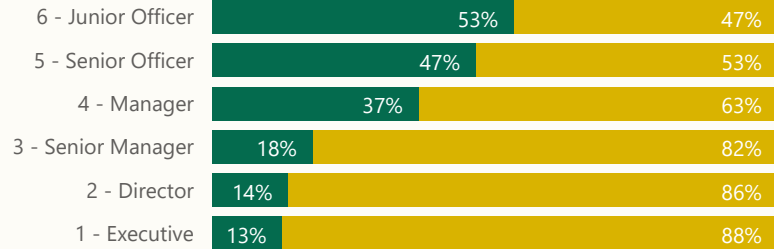
Job Level

All

KPI 1 - Hiring

Employees by Job Type

Female Male



% of Men

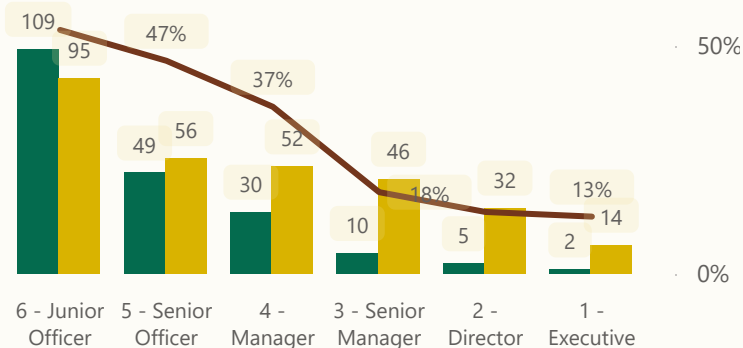
59%

% of Men

41%

Employees by Job Type

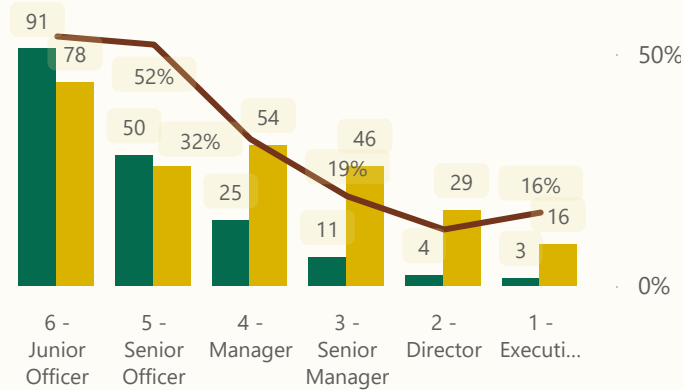
Female Male % of Women



KPI 2 - Promotions (this year)

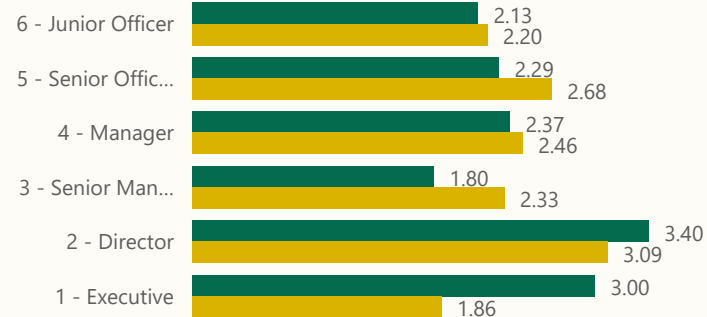
Employees by Job Type

Female Male % of Women



Employees by Job Type

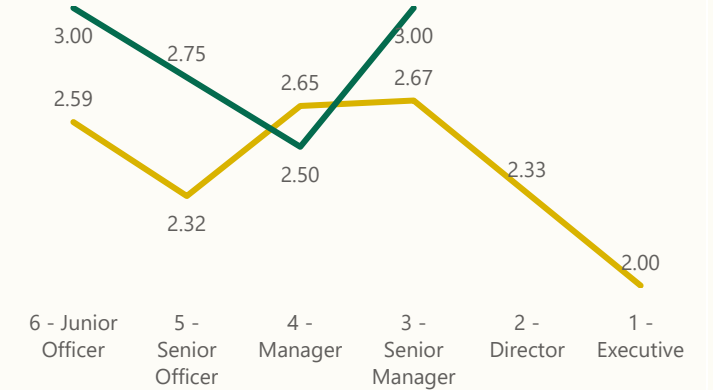
Female Male



KPI 3 - Turnover Rate (Leavers)

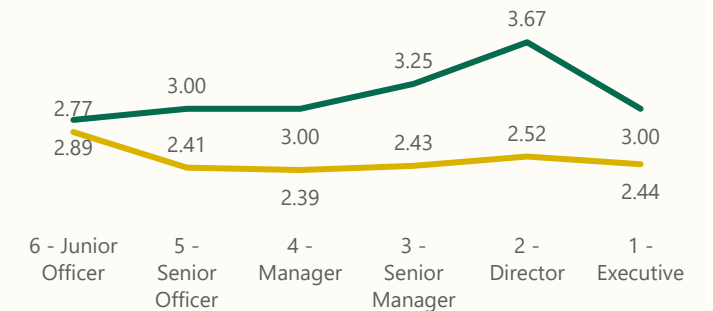
Employees by Job Type

No Yes



Employees by Job Type

No Yes



Employee Time

All



Nationality

All



Department

All



Job Level

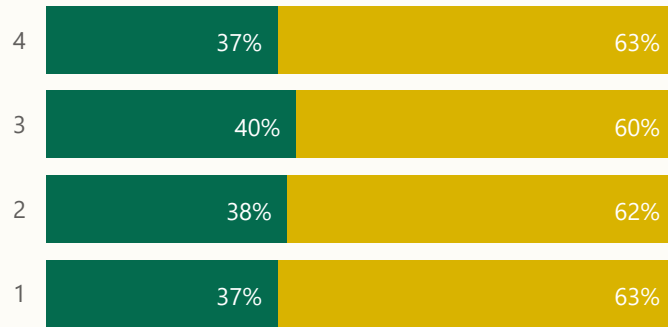
All



KPI 4 - Performance Rating

Employees by Performance Rating

Female Male



Avg. Rating Men

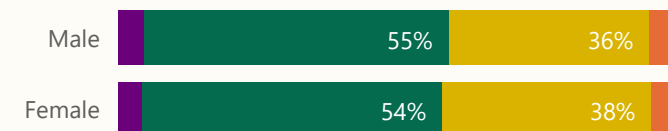
2.41

Avg. Rating Women

2.42

Gender by Performance Rating

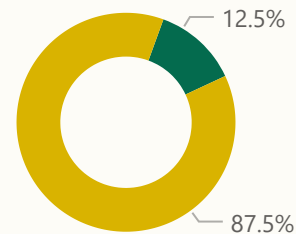
1 2 3 4



KPI 5 - Executives Diversity

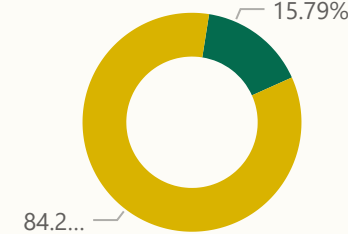
FY20 Employee Breakdown

Female Male



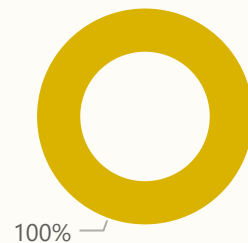
FY21 Employee Breakdown

Female Male



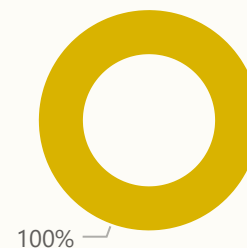
Executive Hires (FY20)

Male



Promotion to Executive (FY20)

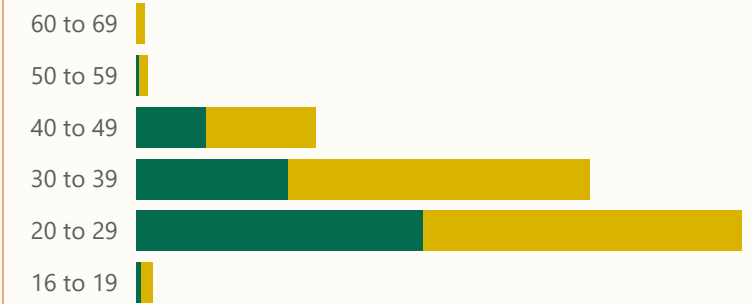
Male



KPI 6 - Age Group

Employees By Age Group (end FY20)

Female Male



Job Level by Age Group (FY21)

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

