

Diversity & Inclusion

Department

All

Job Level

All

Age group

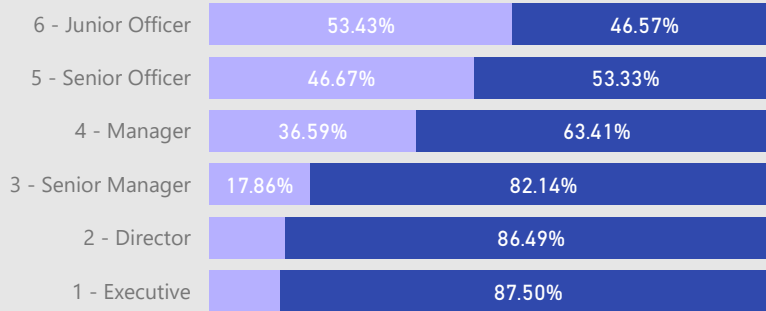
All

Region group

All

KPI 1 - Hiring

Female Male



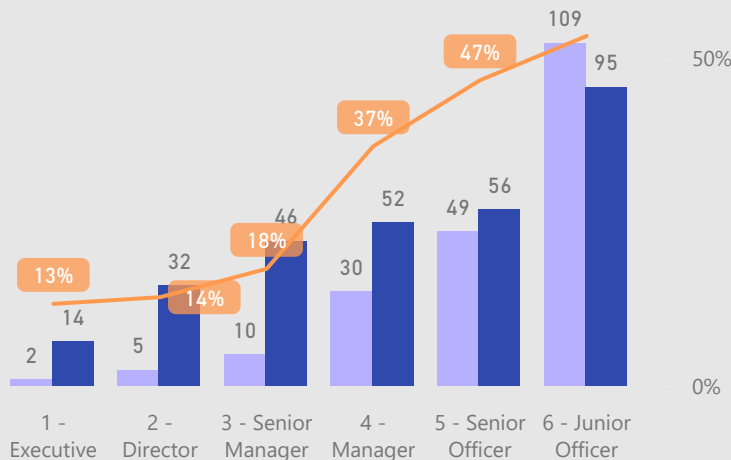
41%

% female hired

59%

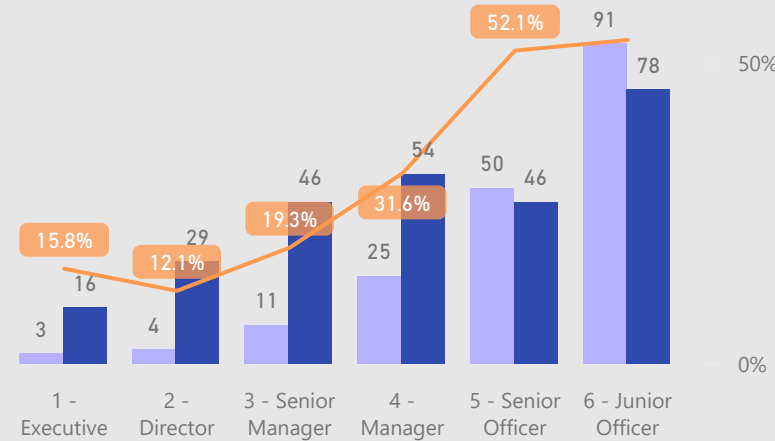
% male hired

Female Male % female hired



KPI 2 - Promotion (FY21)

Female Male % Promotees who were women



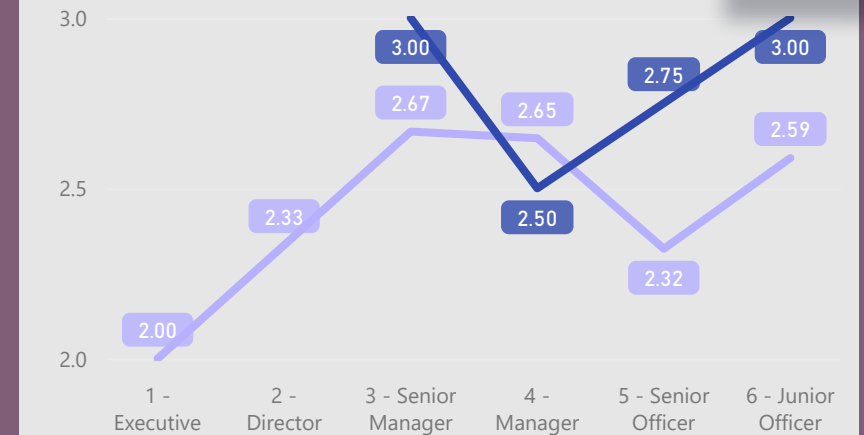
Avg Time in Job level of employees promoted in FY21 (in year)



KPI 3 - Turnover Rate

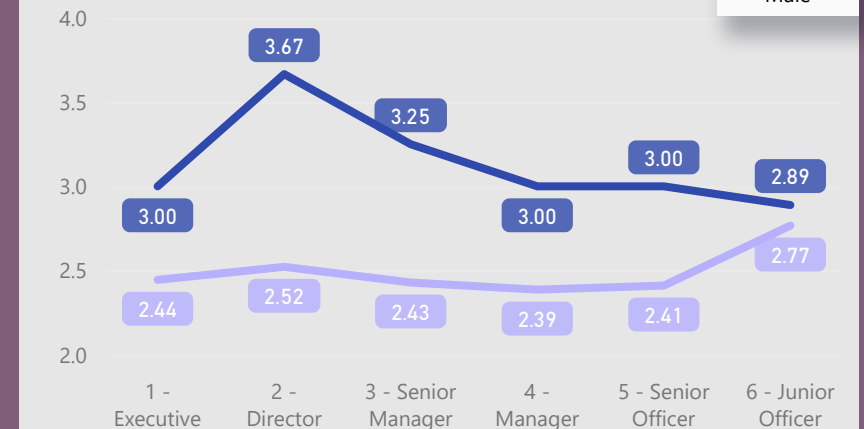
Avg Performance Rating of leaver vs non-leavers (FEMALE)

FY20 leaver? No Yes



Avg Performance Rating of leaver vs non-leavers (MALE)

FY20 leaver? No Yes



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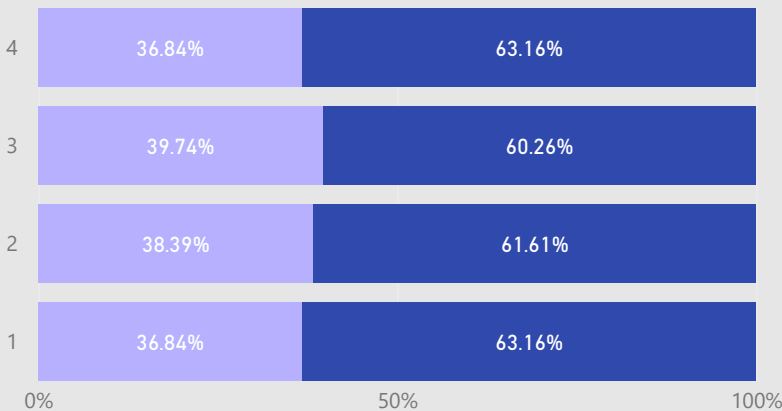
All

Region group

All

KPI 4 - Performance Rating

Female Male



2.42

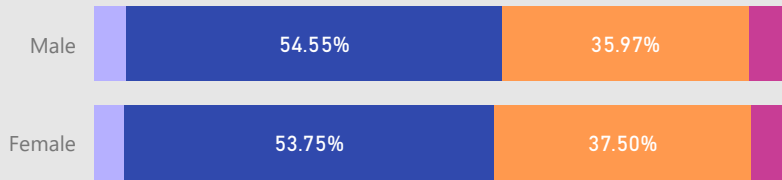
Avg Female Rating

2.41

Avg Male Rating

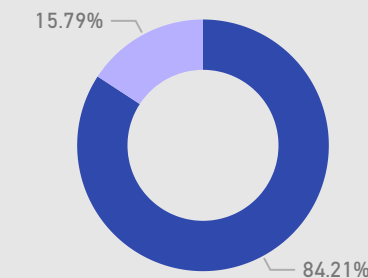
FY20 Perf. Rating 1 2 3 4

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



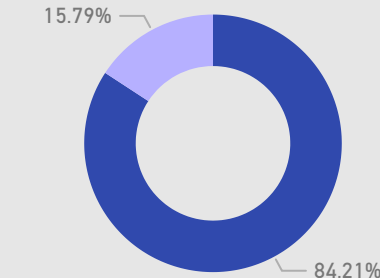
KPI 5 - Executive Gender Balance

Executive split (FY20)



Male Female

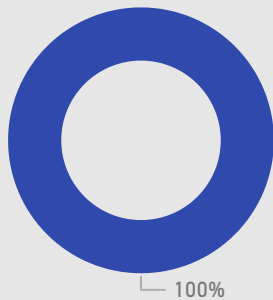
Executive split (FY21)



Male Female

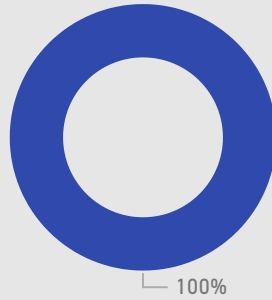
Executive hires (FY20)

Male



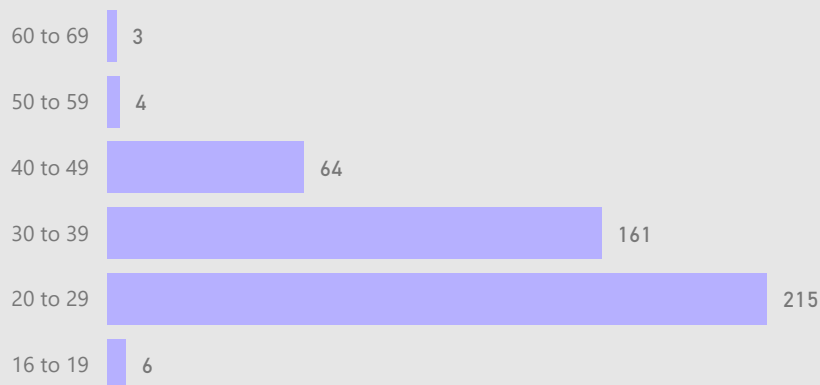
Executive promotion (FY20)

Male



KPI 6 - Age group

Employee 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

