Diversity & Inclusion

pwc

KPI 1 - Hiring

Gender ● Female ● Male

Job Level	Female	Male
1 - Executive	13%	88%
2 - Director	14%	86%
3 - Senior Ma...	18%	82%
4 - Manager	37%	63%
5 - Senior Offi...	47%	53%

41% of hires were female

59% of hires were male

Gender ● Female ● Male ● % of hires women

Job Level	Female	Male	%
1 - Executive	2	14	13%
2 - Director	5	32	
3 - Senior Manager	10	46	
4 - Manager	30	52	37%
5 - Senior Officer	49	56	47%
6 - Junior Officer	109	95	

KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women

Job Level	Female	Male	%
1 - Executive	3	16	0.16
2 - Director	4	29	
3 - Senior Mana...	11	46	
4 - Manager	25	54	
5 - Senior Officer	50	46	0.52
6 - Junior Officer	91	78	

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

Job Level	Female	Male
1 - Executive	3.00	1.86
2 - Director	3.40	3.09
3 - Senior Mana...	1.80	2.33
4 - Manager	2.37	2.46
5 - Senior Officer	2.29	2.68
6 - Junior Officer	2.13	2.20

Avg time (in years) in job

Gender ● Female ● Male

KPI 3 - Turnover Rate (FY20 leavers)

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

Left this FY? ● No ● Yes

Job Level	No	Yes
1 - Executive	2.00	
2 - Director	2.33	
3 - Senior Manager	2.67	3.00
4 - Manager	2.65	2.50
5 - Senior Officer	2.32	2.75
6 - Junior Officer	2.59	3.00

Female 11.17%

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

Left this FY? ● No ● Yes

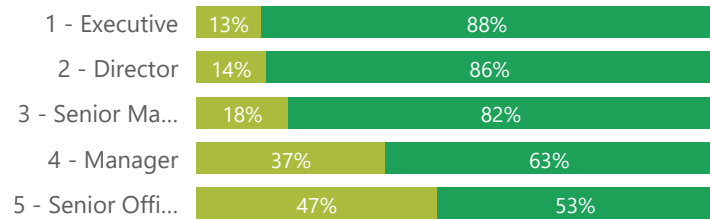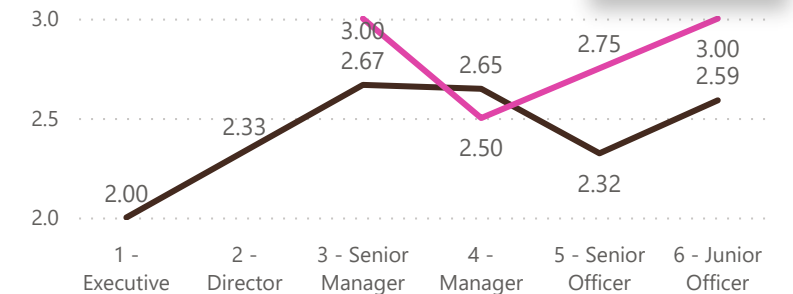| Job Level	No	Yes
1 - Executive	2.44	3.00
2 - Director	2.52	3.67
3 - Senior Manager	2.43	3.25
4 - Manager	2.39	3.00
5 - Senior Officer	2.41	3.00
6 - Junior Officer	2.89	2.77
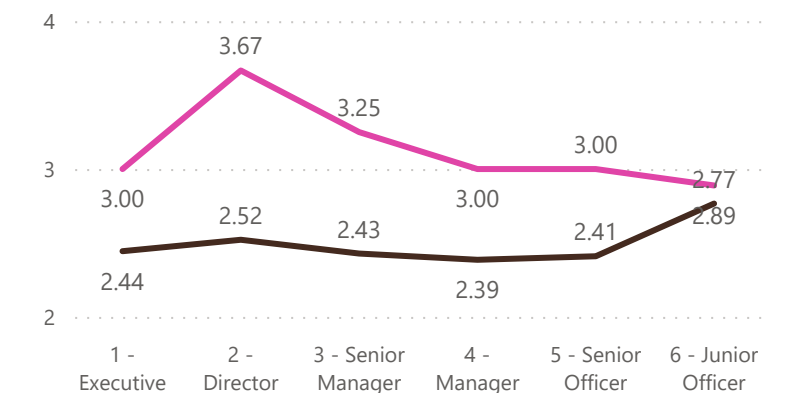
Male 9.32%

Diversity & Inclusion

Department
All

Job Level
All

Age group
All

Region group
All

👍 KPI 4 - Performance Rating

Gender ● Female ● Male

4	36.84%	63.16%
3	39.74%	60.26%
2	38.39%	61.61%
1	36.84%	63.16%
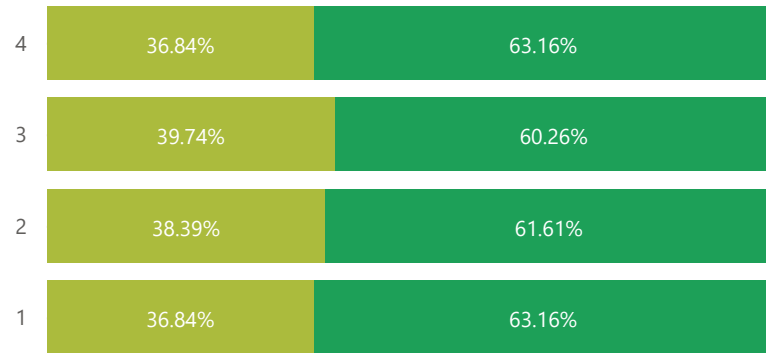
2.42
Avg Rating Women

2.41
Avg Rating Men

FY20 Perf. Rating ●1 ●2 ●3 ●4

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

Male	5%	55%	36%	5%
Female		54%	38%	
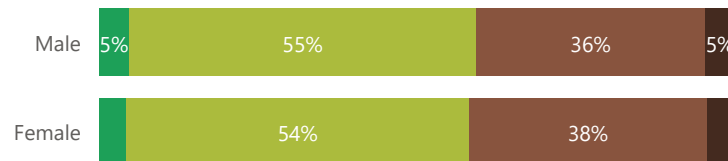
💰 KPI 5 - Executive Gender Balance

Executive split (FY20)

Gender ● Male ● Female

12.5%
87.5%
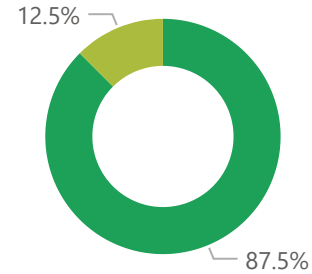
Executive split (FY21)

Gender ● Male ● Female

15.8%
84.2%
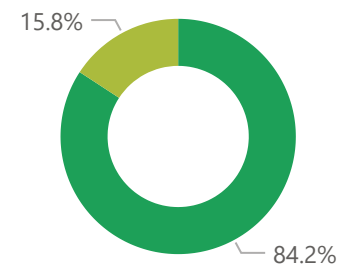
Executive Hires (FY20)

Gender ● Male

100%
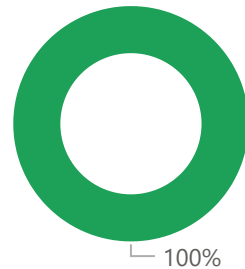
Promotion to Executive (FY20)

Gender ● Male

100%
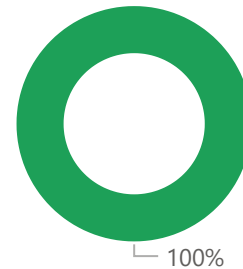
👥 KPI 6 - Age group

Employees by Age group (end FY20)

Age group	Count
60 to 69	3
50 to 59	4
40 to 49	64
30 to 39	161
20 to 29	215
16 to 19	6
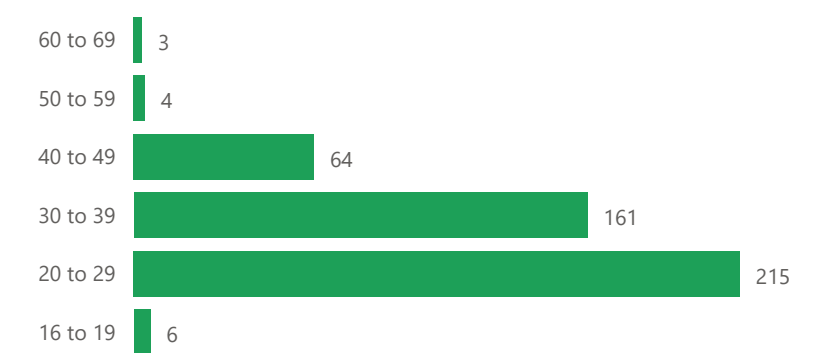
Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
	10.5%					
	10.5%		33.3%	16.5%		
	68.4%	57.6%			42.7%	94.7%
		36.4%	64.9%	83.5%	57.3%	
	10.5%					