



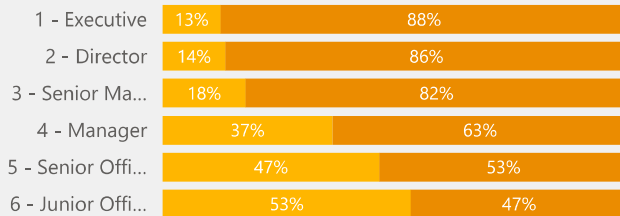
Diversity & Inclusion



Department Job Level Age group Region group

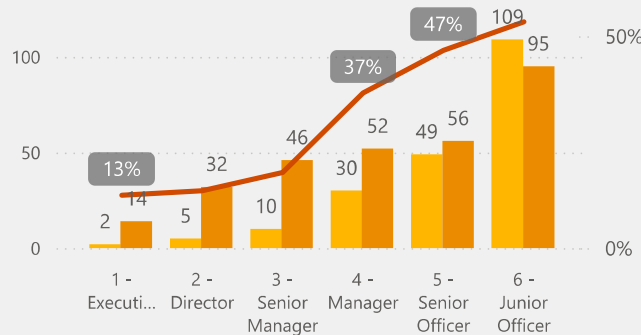
KPI 1 - Hiring

Gender ● Female ● Male



41% of hires were female
59% of hires were male

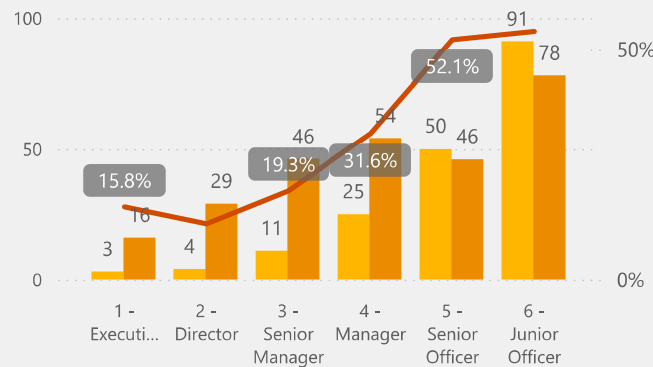
Gender ● Female ● Male ● % of hires women



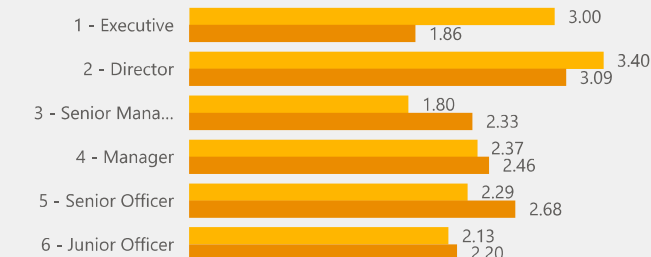
Date: June 2021 / Virtual Case Experience: Power BI - Task 3 - HR Manager

KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women



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



Gender ● Female ● Male

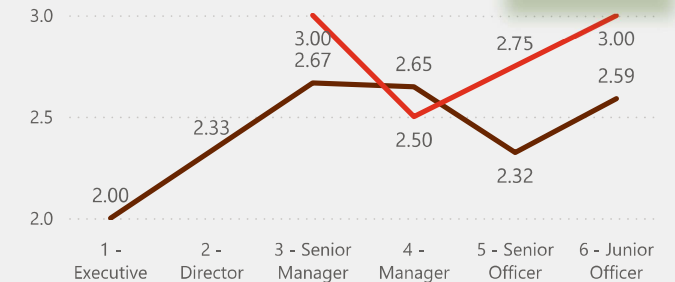
KPI 3 - Turnover Rate (FY20 leavers)

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

Left this FY? ● No ● Yes

Female

11%



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

Left this FY? ● No ● Yes

Male

9%





Diversity & Inclusion



Department ▼

Job Level ▼

Age group ▼

Region group ▼

All ▼

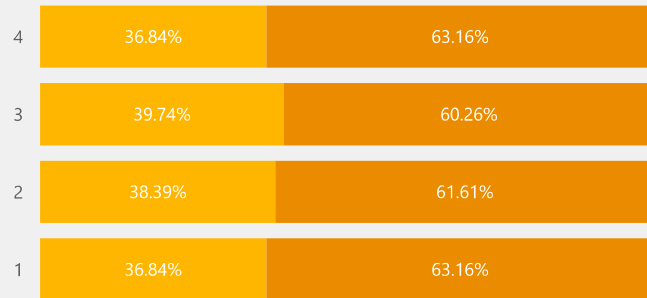
All ▼

All ▼

All ▼

KPI 4 - Performance Rating

Gender ● Female ● Male

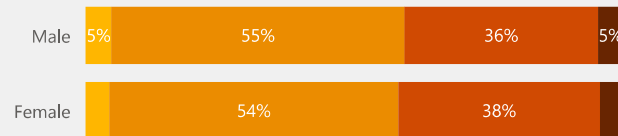


2.42 Avg Rating Women

2.41 Avg Rating Men

FY20 Perf. Rating ● 1 ● 2 ● 3 ● 4

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



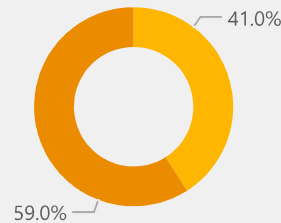
Date: June 2021 / Virtual Case Experience: Power BI - Task 3 - HR Manager



KPI 5 - Executive Gender Balance

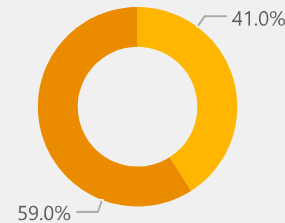
Executive split (FY20)

Gender ● Female ● Male



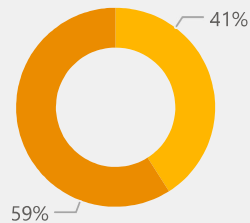
Executive split (FY21)

Gender ● Female ● Male



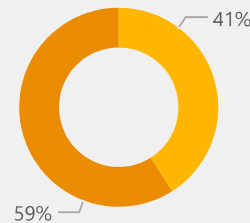
Executive Hires (FY20)

Gender ● Female ● Male



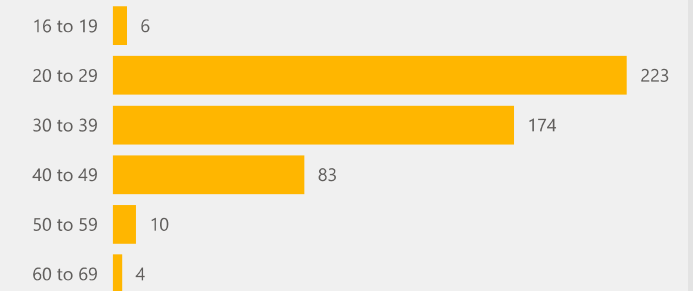
Promotion to Executive (FY20)

Gender ● Female ● 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

