

# 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



## Employee Type

All

## Nationality

All

## Departments

All

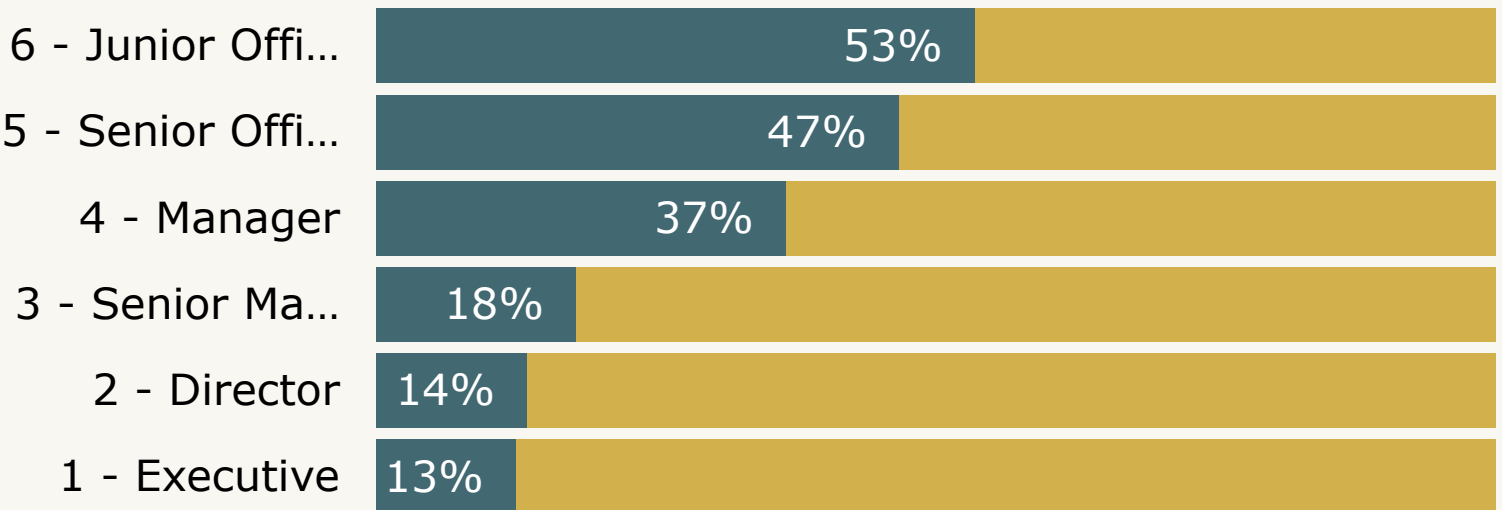
## Job Level

All

### KPI 1 - Hiring

#### Employees By Job Type

Female Male



#### # Of Men

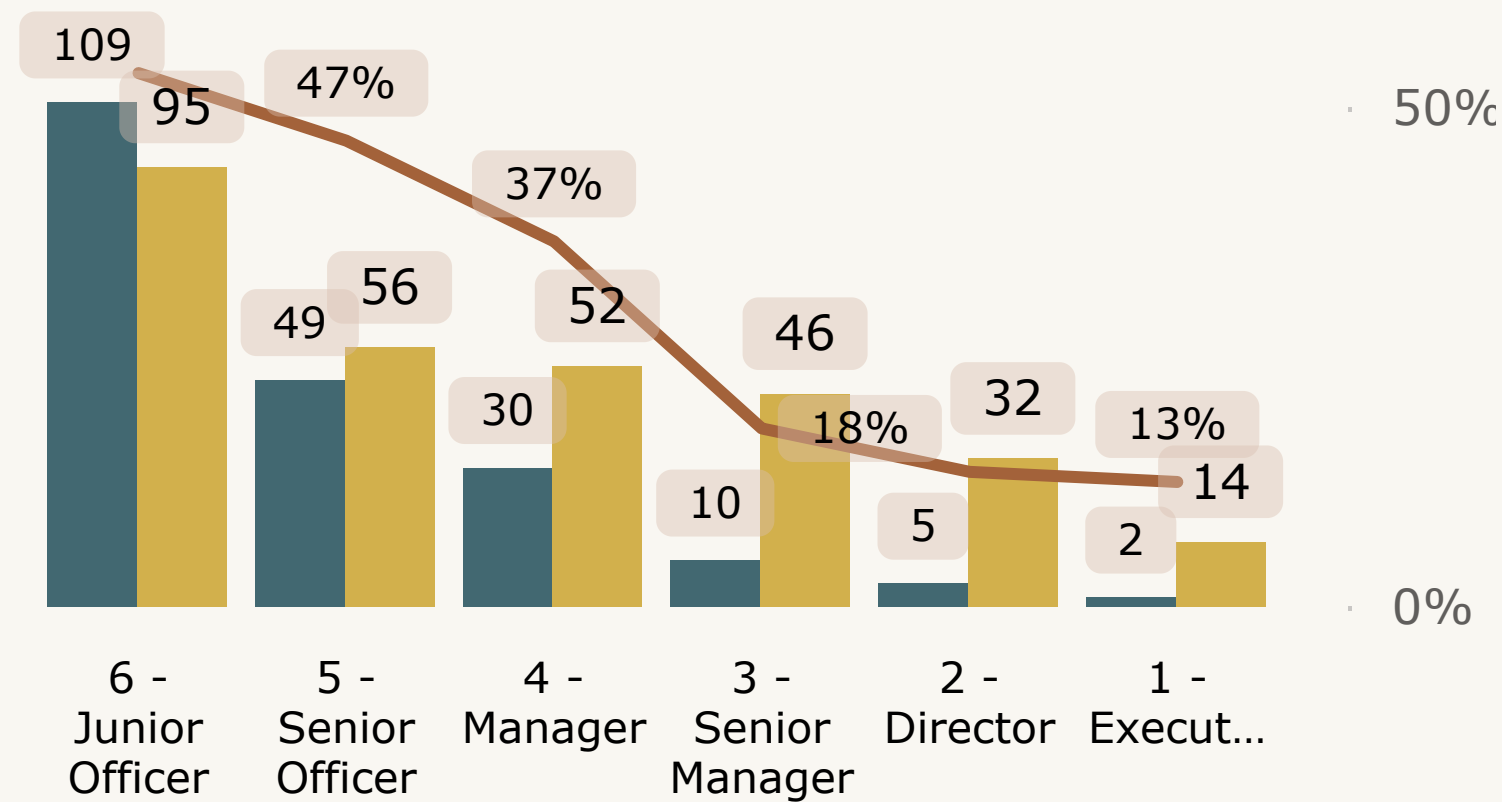
59%

#### # Of Women

41%

#### Employees By Job Type

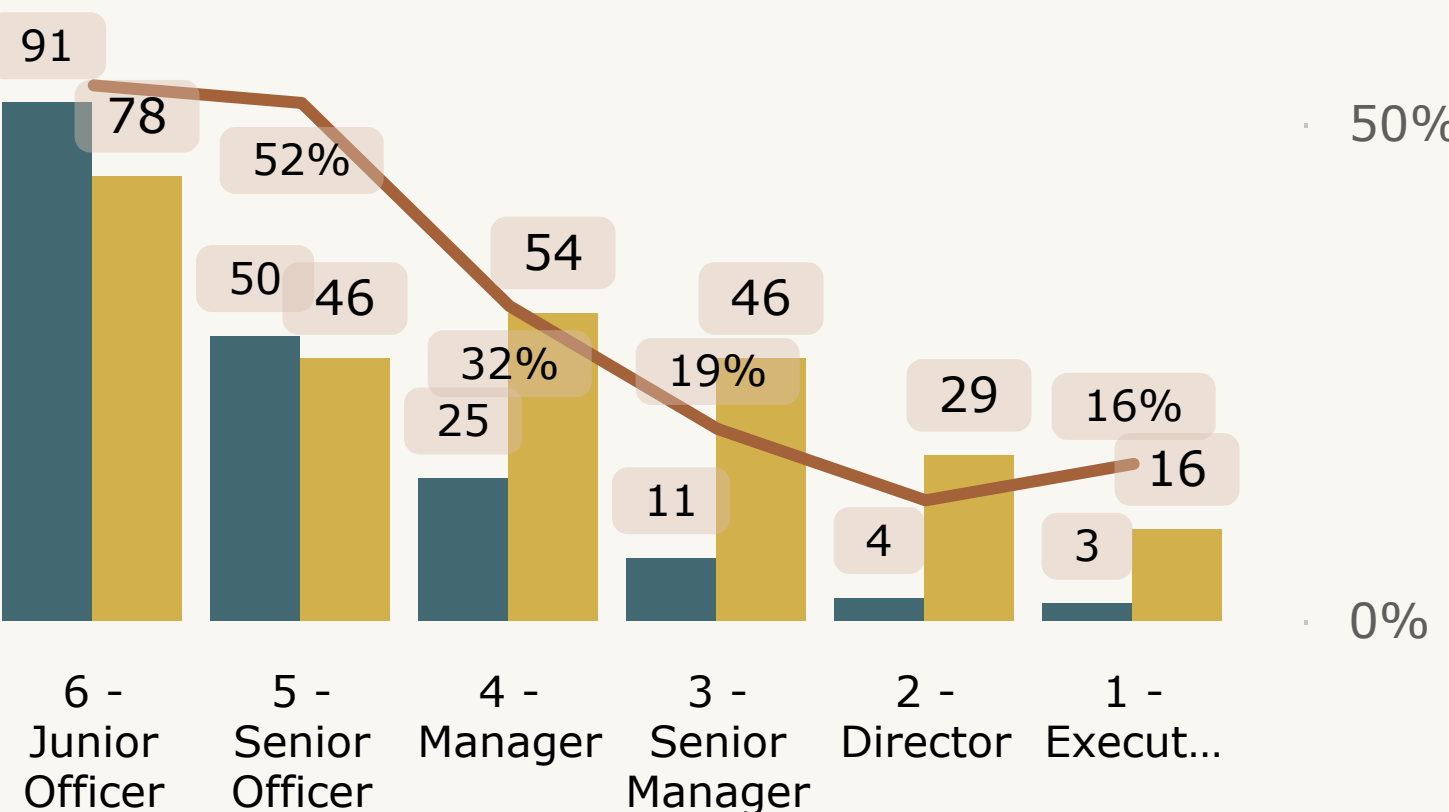
Female Male % of Women Hires



### KPI 2 - Promotions (this year)

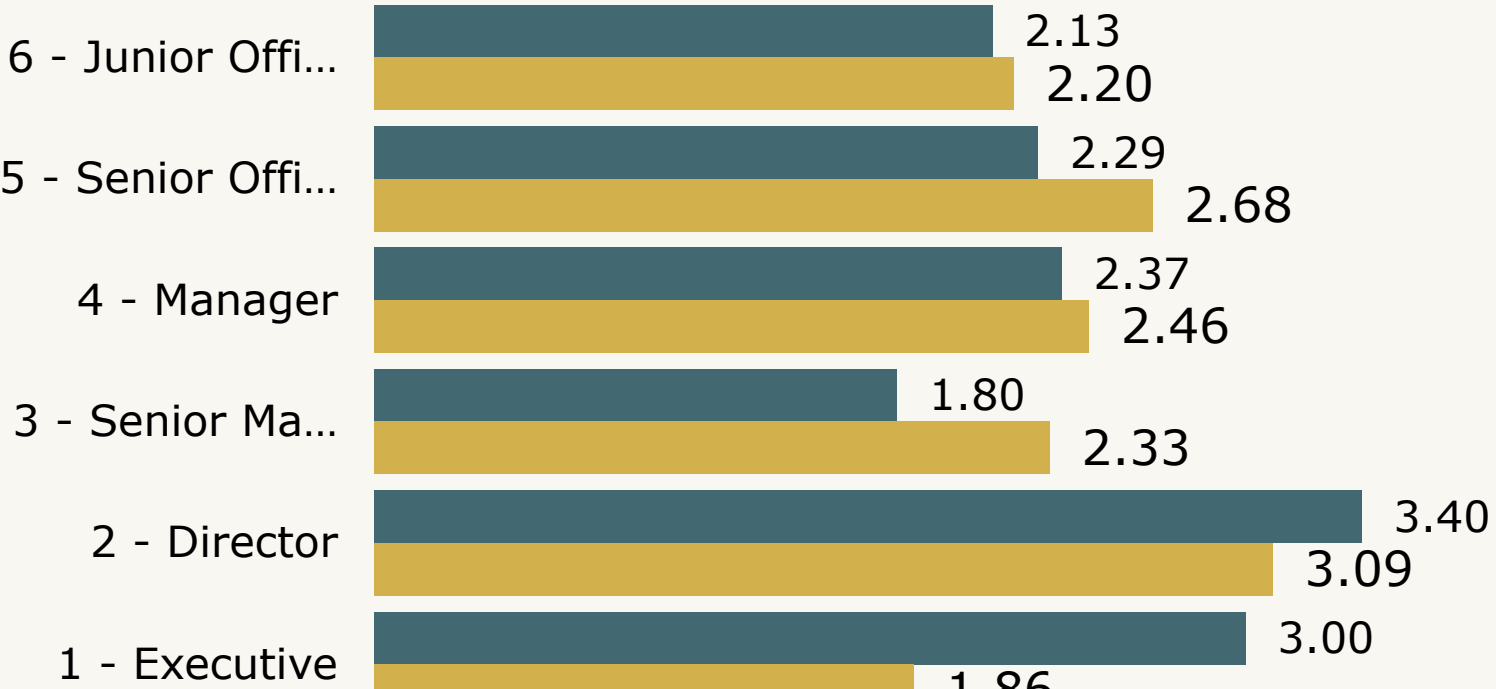
#### Job Role after Promotions FY21

Female Male % of Women Hires



#### Avg. Time in Previous Role

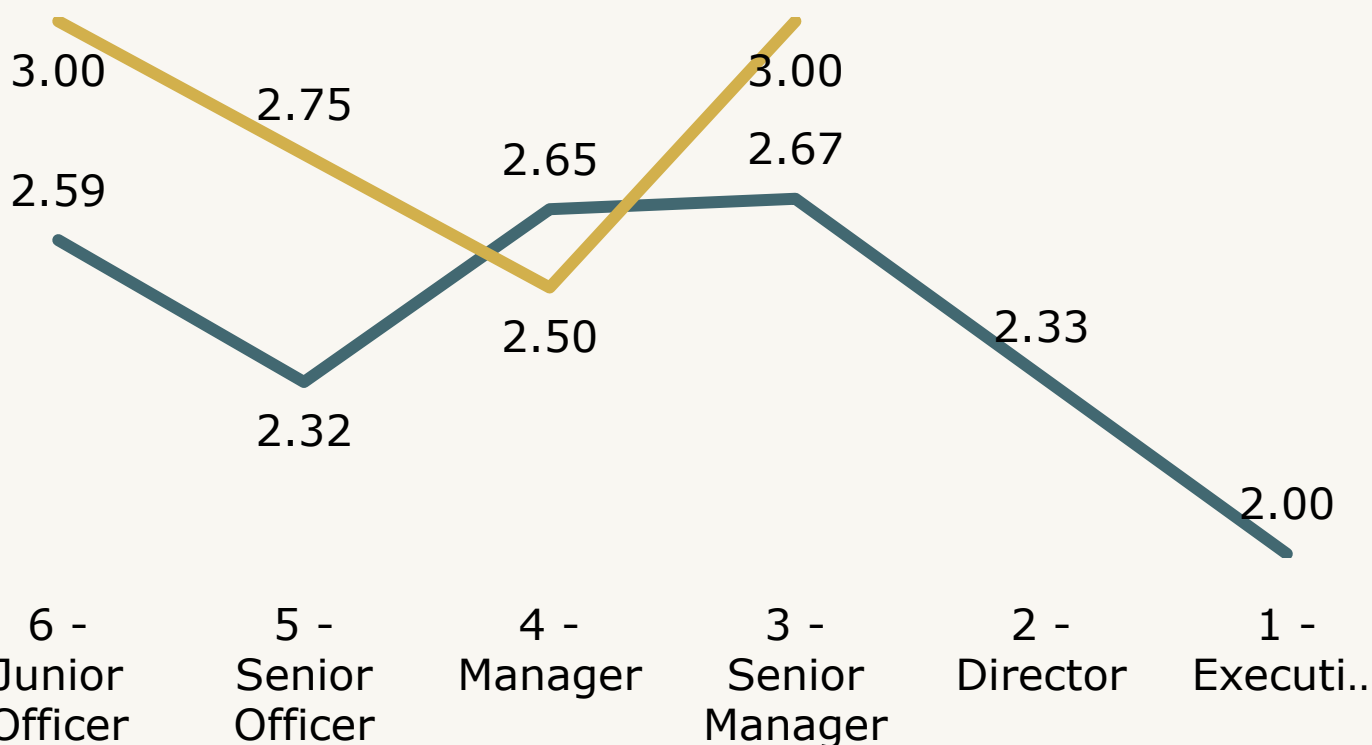
Female Male



### KPI 3 - Turnover Rate (Leavers)

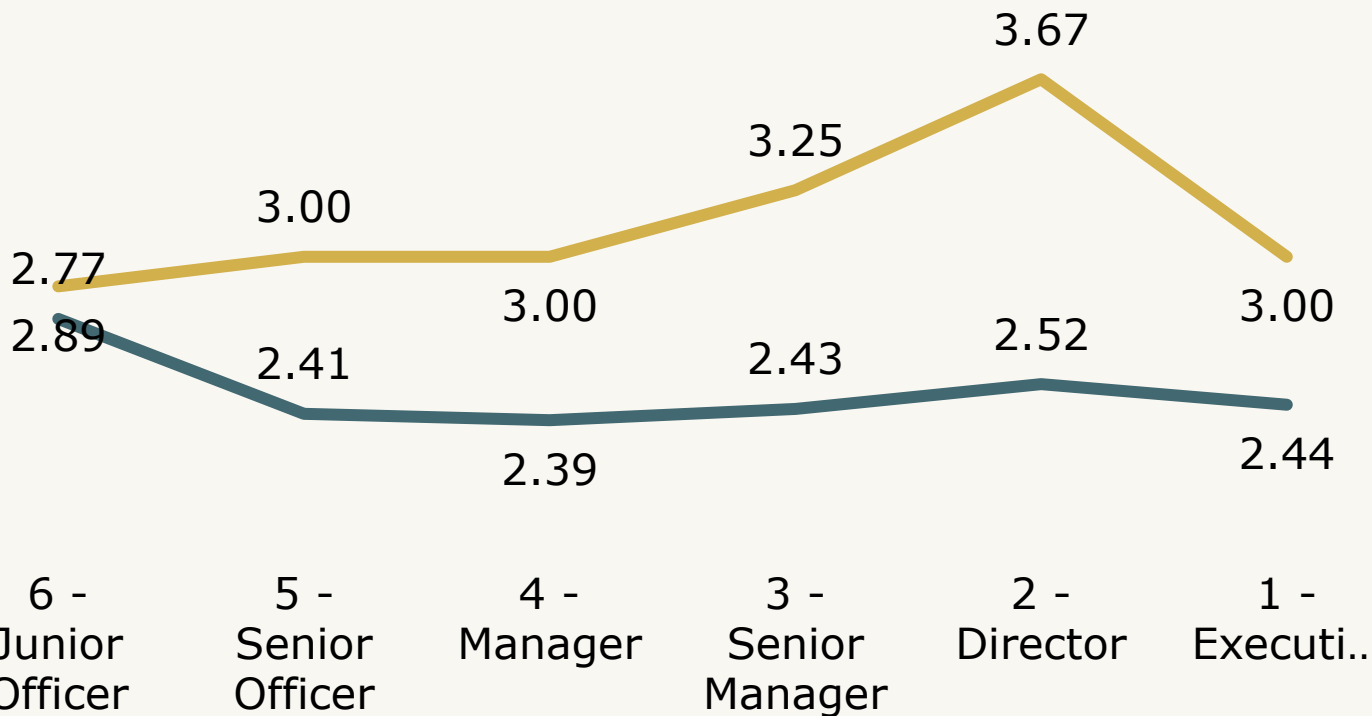
#### Performance Rating of Leavers vs Non-Leavers (Women)

FY20 leaver? No Yes



#### Performance Rating of Leavers vs Non-Leavers (Men)

FY20 leaver? No Yes





# Diversity And Inclusion Dashboard



## Employee Type

All

## Nationality

All

## Departments

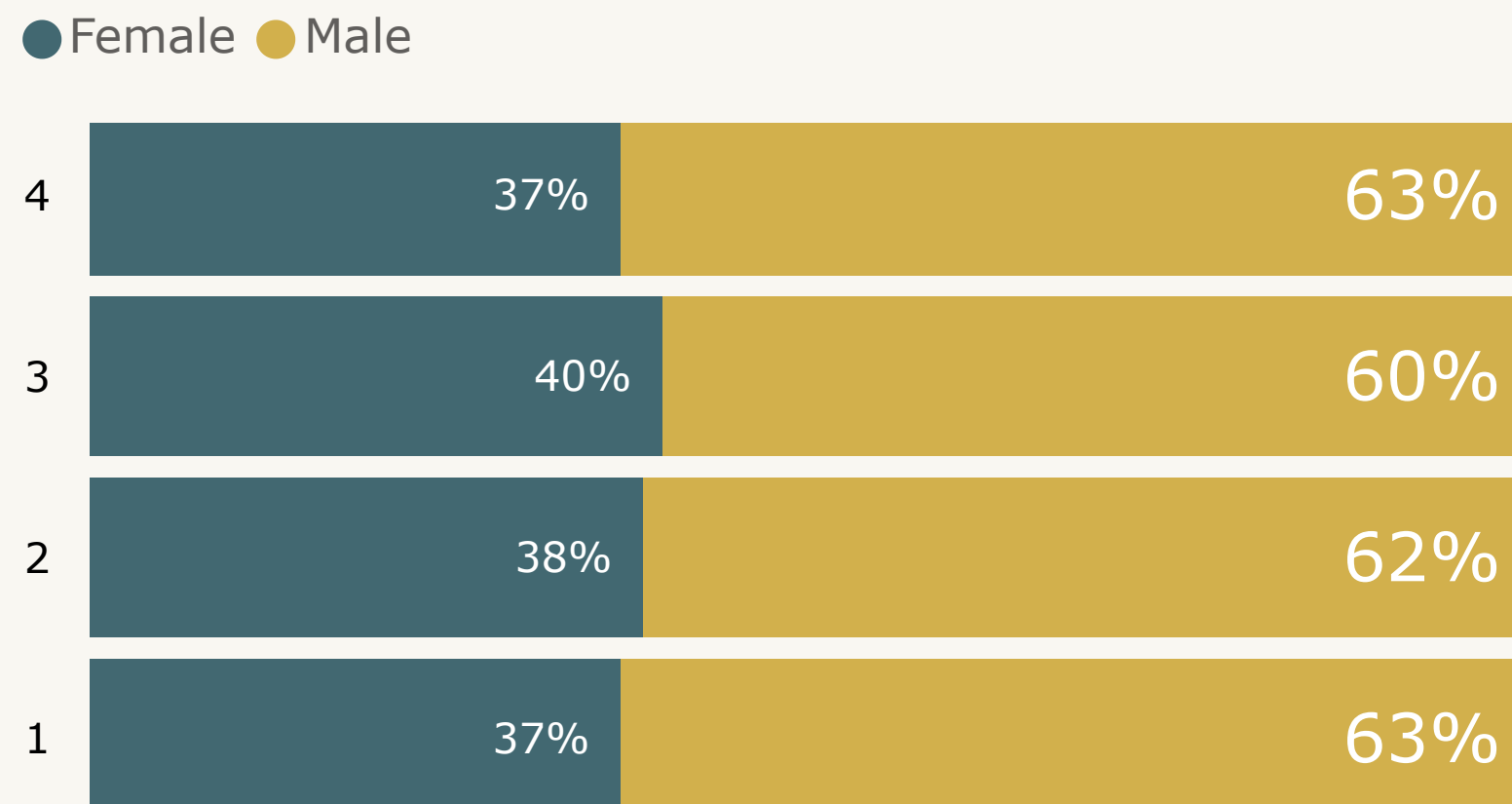
All

## Job Level

All

## KPI 4 - Performance Rating

### Employees By Performance Rating



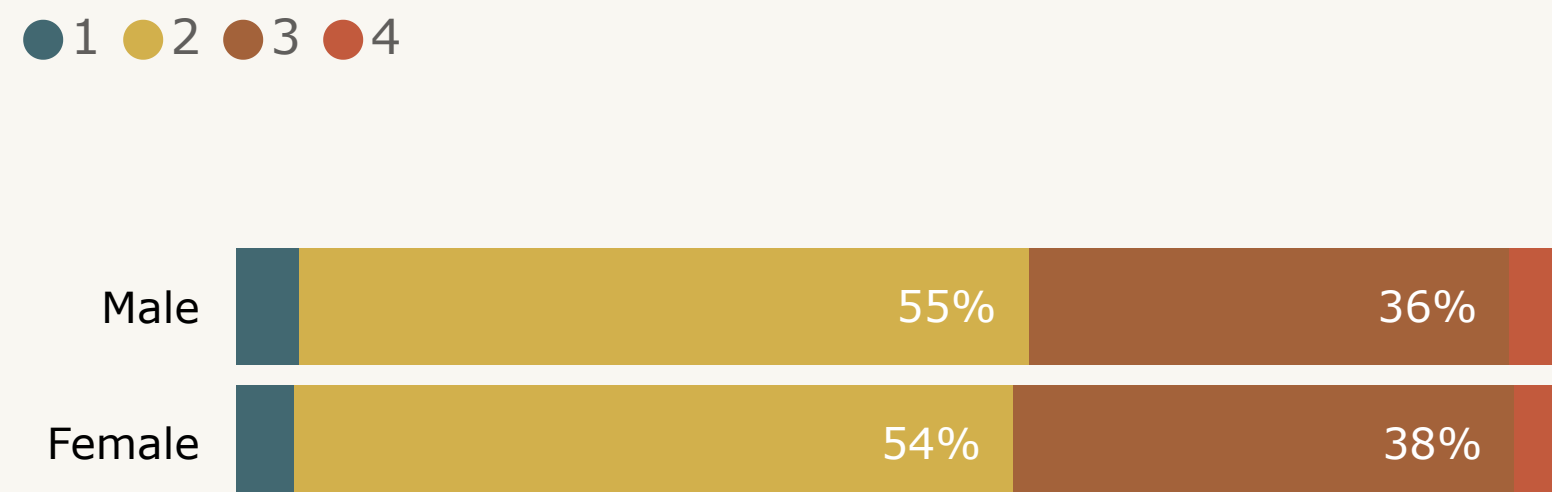
### Avg Rating Men

2.41

### Avg. Rating Women

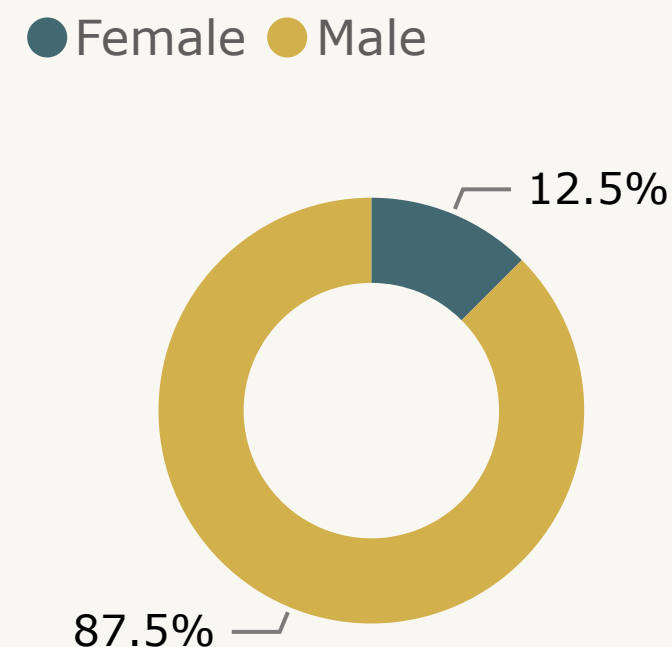
2.42

### Gender By Performance Rating

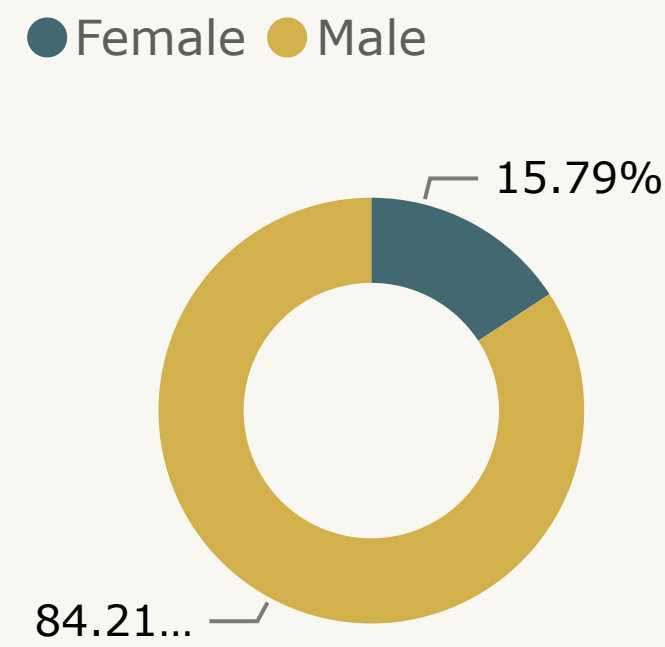


## KPI 5 - Executives Diversity

### FY20 Employee Breakdown



### FY21 Employee Breakdown



### Executive Hires (FY20)

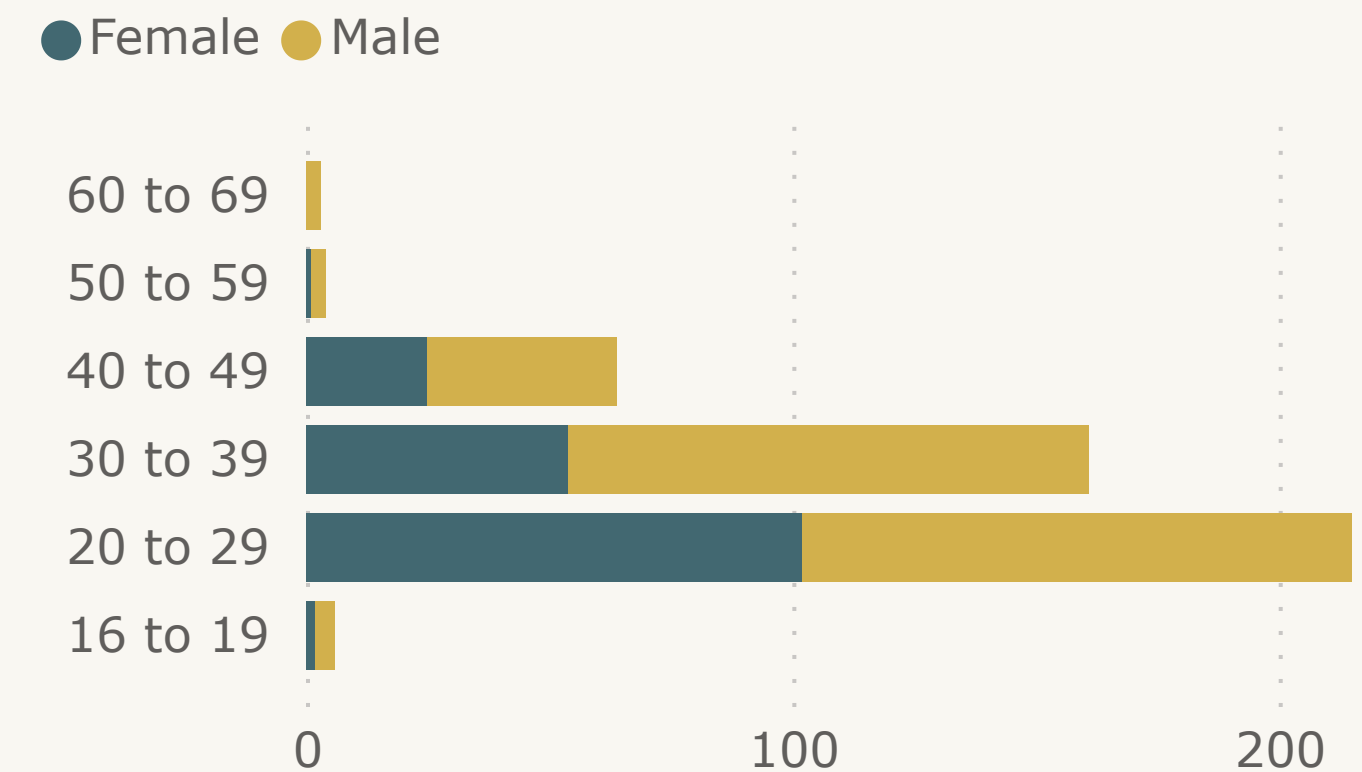


### Promotion to Executive (FY20)



## KPI 6 - Age Group

### Employees By Age Group (end FY20)



### Job Level by Age Group (FY21)

