Diversity & Inclusion

Department
All

Job Level
All

Age group
All

Region group
All

KPI 1 - Hiring

Gender ● Female ● Male

Level	Value
1 - Executive	
2 - Director	32
3 - Senior Ma...	46
4 - Manager	30 / 52
5 - Senior Offi...	49 / 56
6 - Junior Offi...	109 / 95
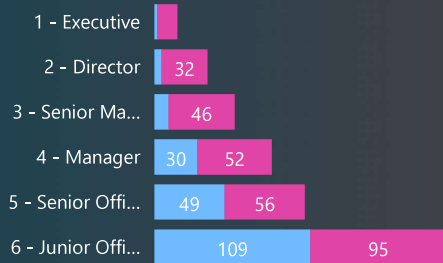
59% — % Hire of Men
41% — % Hire of women

Gender ● Female ● Male ◆ % Hire of women

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
Female	2	5	10	30	49	109
Male	14	32	46	52	56	95
% Hire of women	13%			37%	47%	
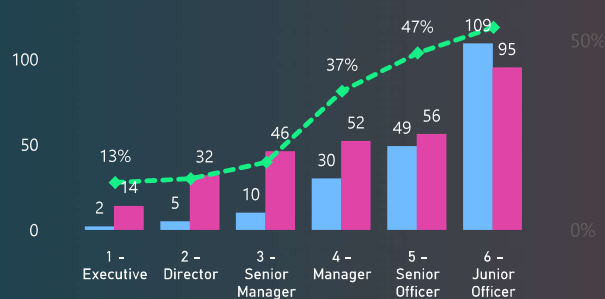
KPI 2 - Promotions (this year)

Gender ● Female ● Male ◆ % Female promoted

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
Female	3	4	11	25	50	91
Male	16	29	46	54	46	78
% Female promoted	16%		19%	32%	52%	
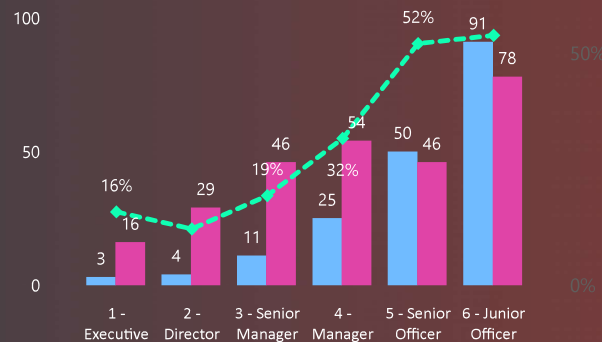
Avg. Time in Grade of employees promoted in FY21 (in years)

Gender ● Female ● Male

Level	Female	Male
1 - Executive	3	2
6 - Junior Offi...	2	2
3 - Senior Ma...	2	2
4 - Manager	2	2
5 - Senior Offi...	2	3
2 - Director	3	3

KPI 3-Turnover Rate (FY20 leavers)

Left this FY? ◆ FY20 ◆ No

	6 - Junior Officer	5 - Senior Officer	4 - Manager	3 - Senior Manager	2 - Director	1 - Executive
FY20	3.00	2.75	2.65	3.00		
No	2.59	2.32	2.50	2.67	2.33	2.00

Female **11%**

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

FY20 leaver? ◆ No ◆ Yes

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
No	2.36	2.50	2.46	2.75	2.37	2.93
Yes	3.00	3.67	3.20	2.46	2.83	2.67

Male **9%**

Diversity & Inclusion

pwc

Department
All ⌄

Job Level
All ⌄

Age group
All ⌄

Region group
All ⌄

👍 KPI 4 - Performance Rating

Gender ● Male ● Female

Level	Male	Female
4	63.16%	36.84%
3	60.26%	39.74%
2	61.61%	38.39%
1	63.16%	36.84%
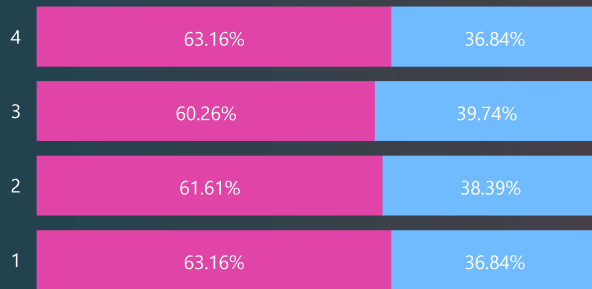
2.42
Avg. rating of women

2.41
Avg. rating of men

FY20 Perf. Rati... ●1 ●2 ●3 ●4
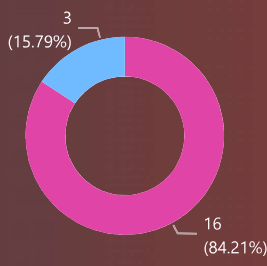
1 = excellent
2 = great
3 = sufficient
4 = bad

Male	54.55%	35.97%
Female	53.75%	37.50%

0%   50%   100%
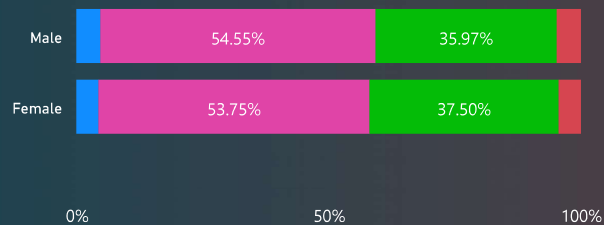
🚗 KPI 5 - Executive Gender

Executive split (FY20)
Gender ● Male ● Female

2 (12.5%)
14 (87.5%)
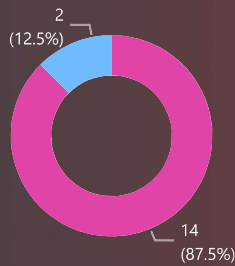
Executive split (FY21)
Gender ● Male ● Female

3 (15.79%)
16 (84.21%)

Executive Hires (FY20)
Gender ● Male

4 (100%)

Promotion to Executive (FY20)
Gender ● Male

2 (100%)
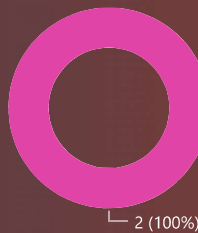
👨‍👧 KPI 6 - Age group

Employees by Age group (end FY20)

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

Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ▶

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
	75.00%	65.52%	34.04%	14.49%	42.68%	93.79%
	25.00%	31.03%	63.83%	85.51%	57.32%	