



Diversity & Inclusion



Department

All

Job Level

All

Age group

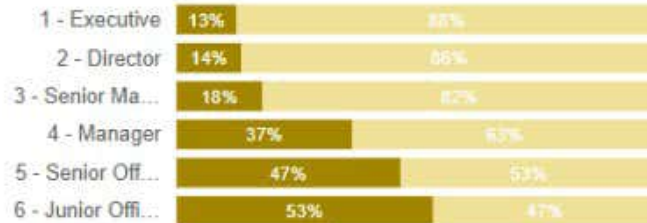
All

Region group

All

KPI 1 - Hiring

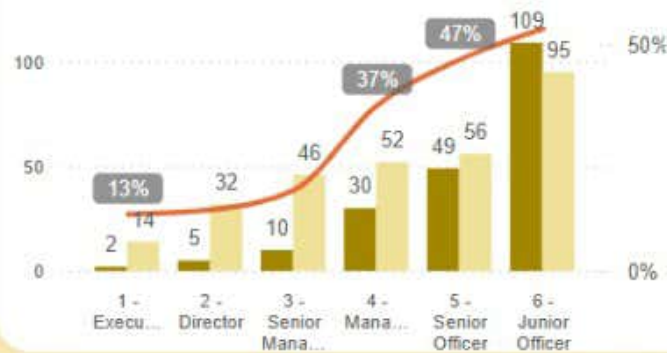
Gender ● Female ● Male



41%
of hires were female

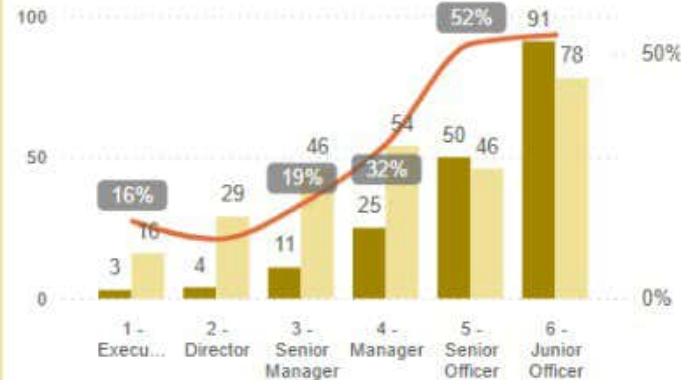
59%
of hires were male

Gender ● Female ● Male ● % of hires women

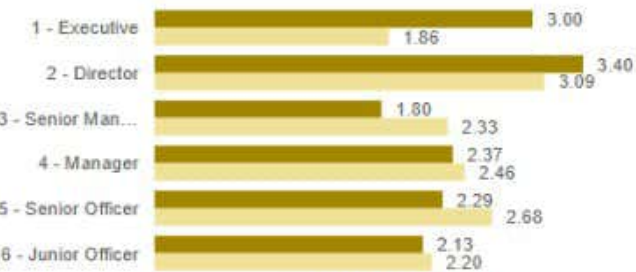


KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women



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



Gender ● Female ● Male

Avg time (in years) in job

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%



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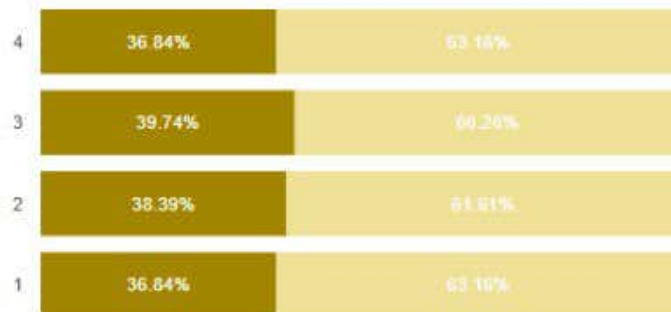
Region group

All



KPI 4 - Performance Rating

Gender ● Female ● Male



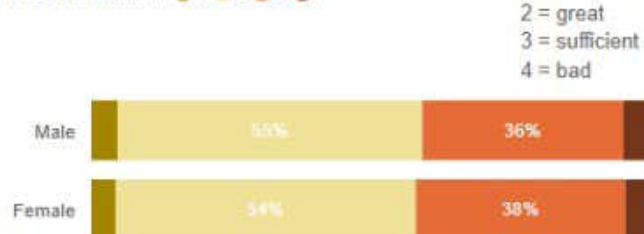
2.42

Avg Rating Women

2.41

Avg Rating Men

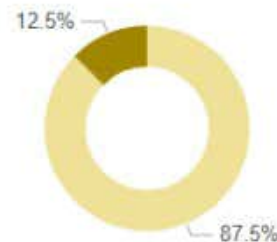
FY20 Perf. Rating



KPI 5 - Executive Gender Balance

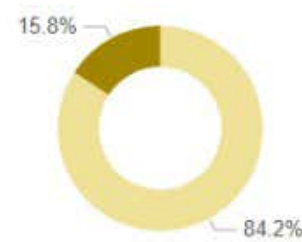
Executive split (FY20)

Gender ● Male ● Female



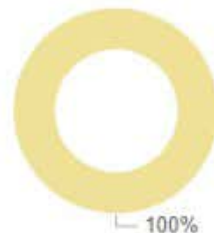
Executive split (FY21)

Gender ● Male ● Female



Executive Hires (FY20)

Gender ● Male



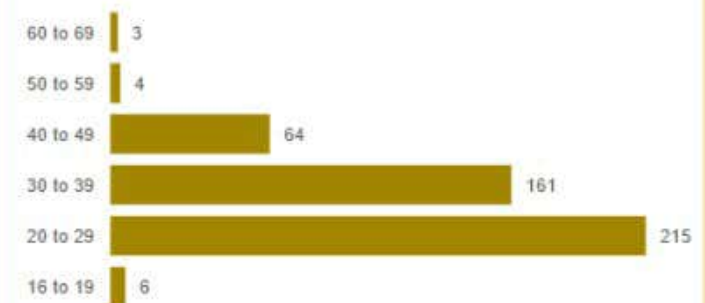
Promotion to Executive (FY20)

Gender ● 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

