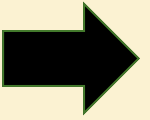


Diversity & Inclusion - Hiring Analysis



500

Total Employees

Department

All

Job Level

All

Age group

All

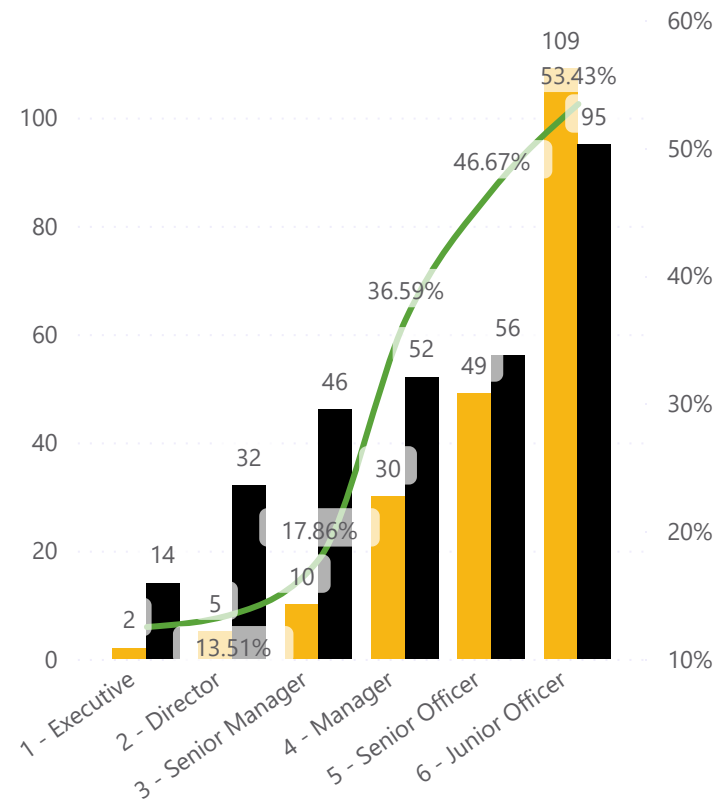
Region

All

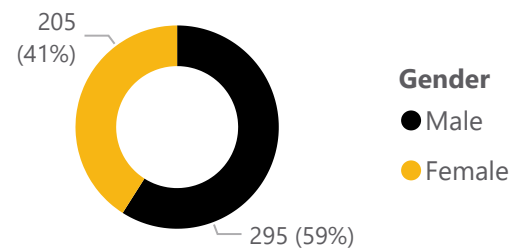
Clear all slicers

Gender Distribution Across Job Levels Post FY20 Promotions

Gender ● Female ● Male ● % of hires women

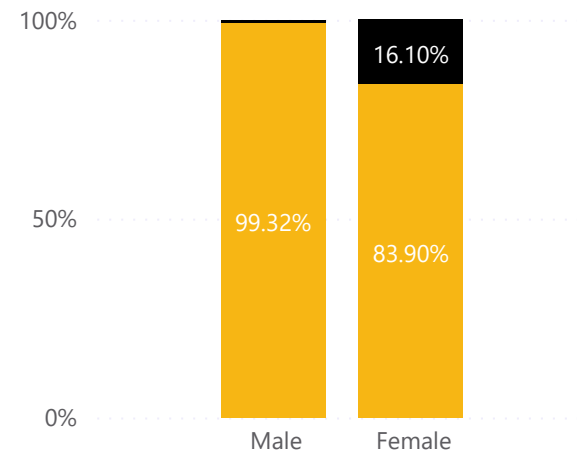


Male/Female Ratio



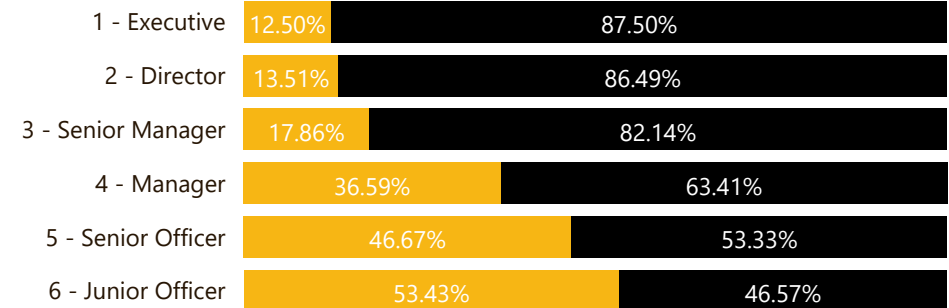
Employee Count by Gender and Time Type

Time type ● Full Time ● Part Time



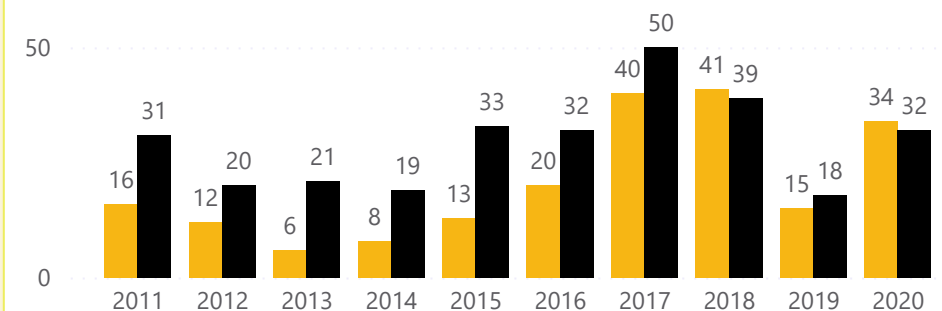
Employees By Position

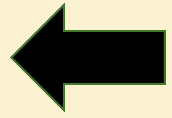
Gender ● Female ● Male



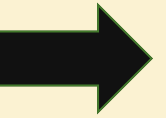
Employees by Years since Last Hire

Gender ● Female ● Male





Diversity & Inclusion - Promotion Analysis



51

Total Employees

Department

All

Job Level

All

Age group

All

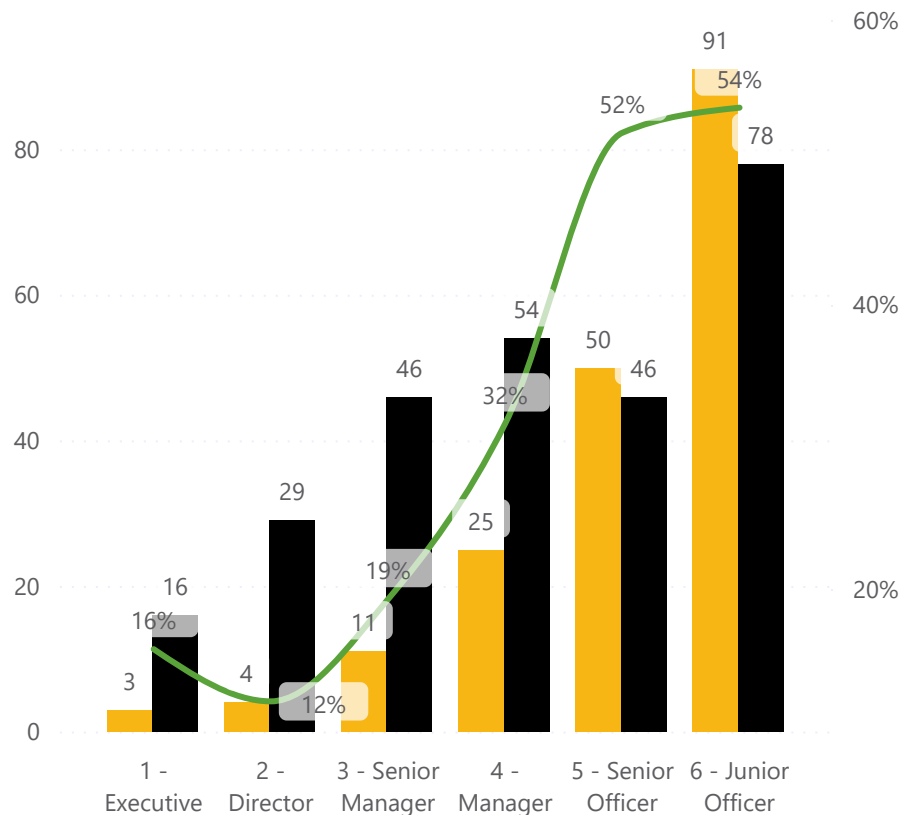
Region

All

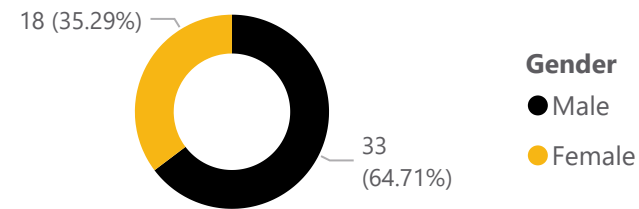
Clear all slicers

Employee Count and Female Promotions by Job Level and Gender

Gender ● Female ● Male ● % Promotees who were women

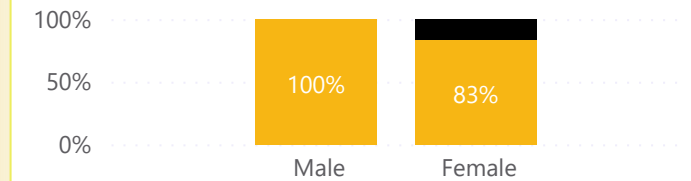


Male/Female Ratio



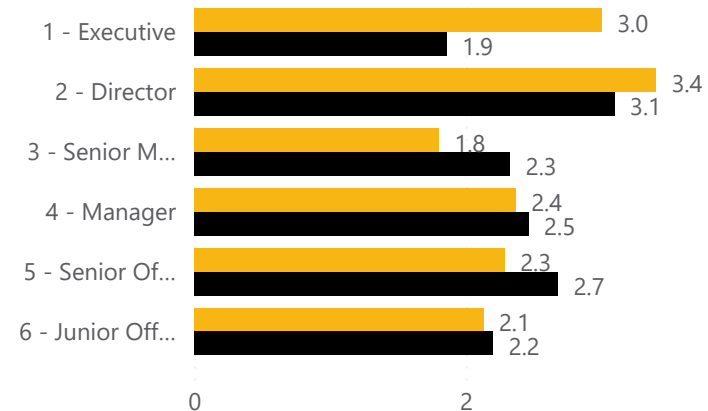
Employee Count by Gender and Time Type

Time type ● Full Time ● Part Time



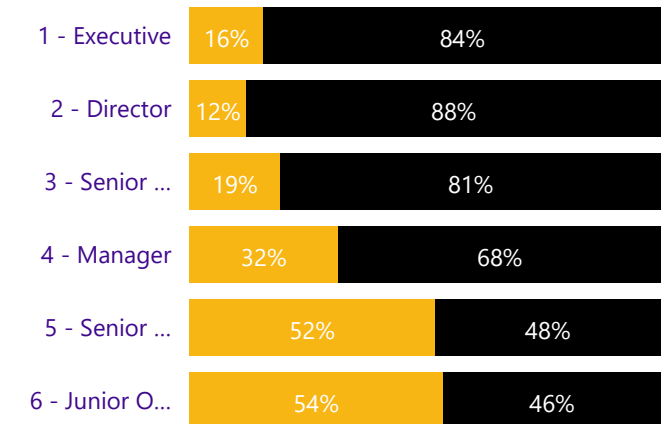
Avg. Time in Grade of employees promoted in FY21 (in years)

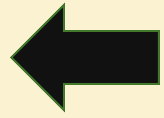
Gender ● Female ● Male



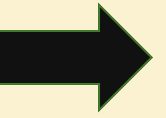
Employees By Position

Gender ● Female ● Male





Diversity & Inclusion - Performance Analysis



2.42
Avg Rating Women

2.41
Avg Rating Men

Department
All

Job Level
All

Age group
All

Region
All

Clear all slicers

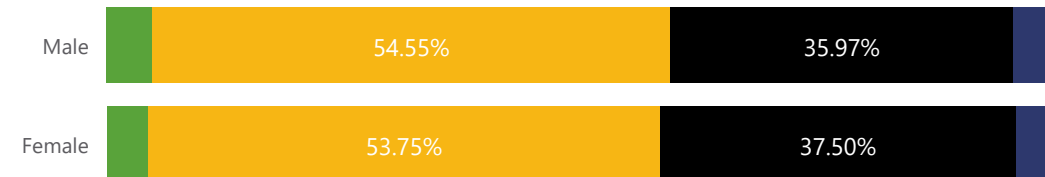
Employees by Performance Rating and Gender

Gender ● Female ● Male

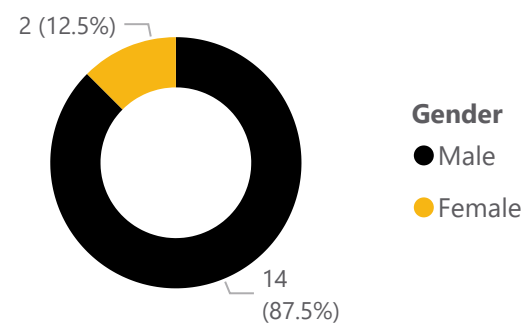


Employee by Gender and Performance Rating

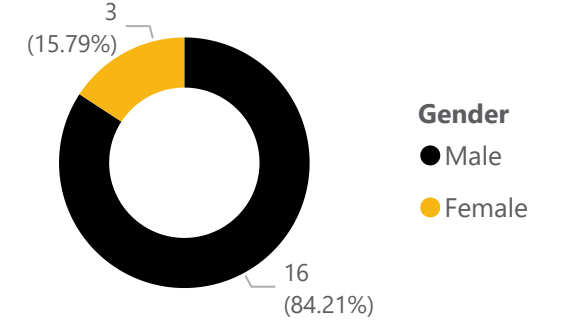
FY20 Performance Rating ● 1 ● 2 ● 3 ● 4



Executive Split (FY20)

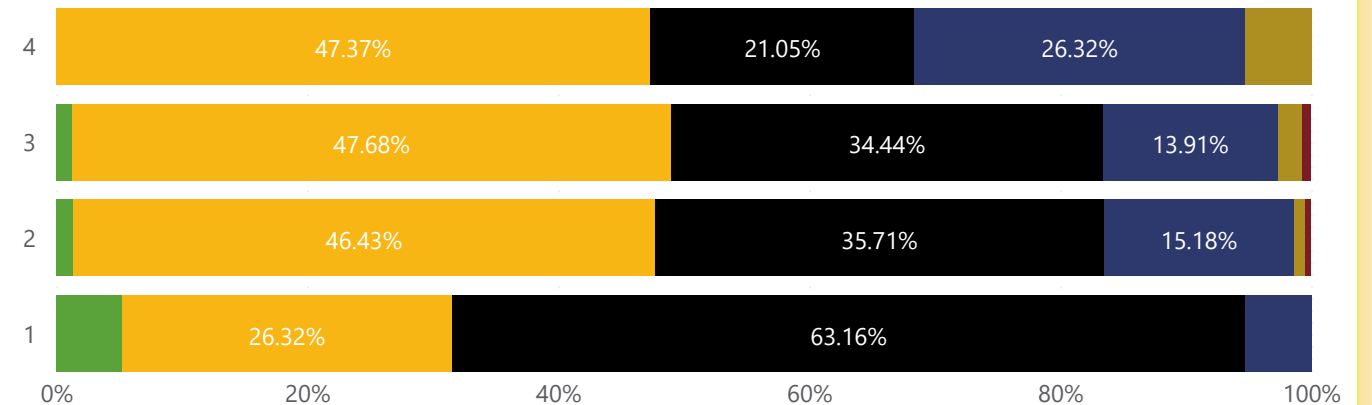


Executive Split (FY21)



Employee by Performance Rating and Age group

Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69



Diversity & Inclusion - Turnover Analysis



10.06%
Turnover

47
Total Employees

Department
All

Job Level
All

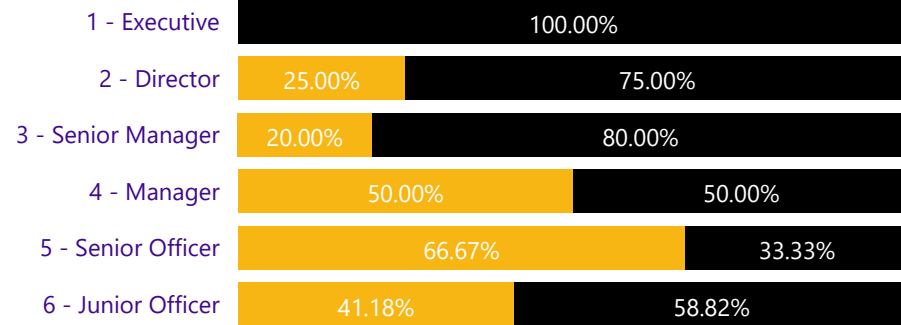
Age group
All

Region
All

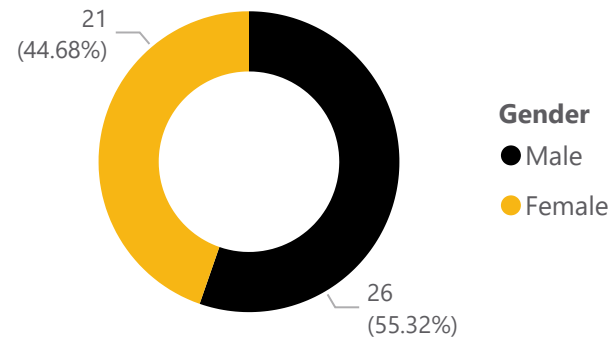
Clear all slicers

Employee by Position

Gender ● Female ● Male

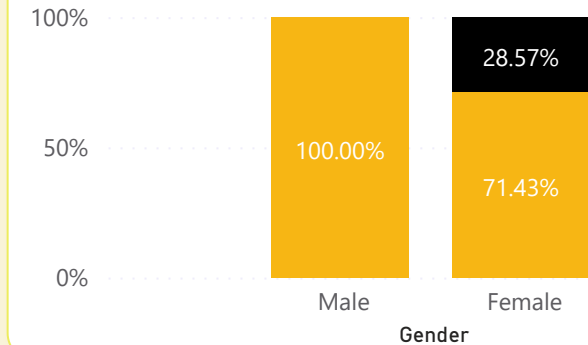


Male/Female Ratio



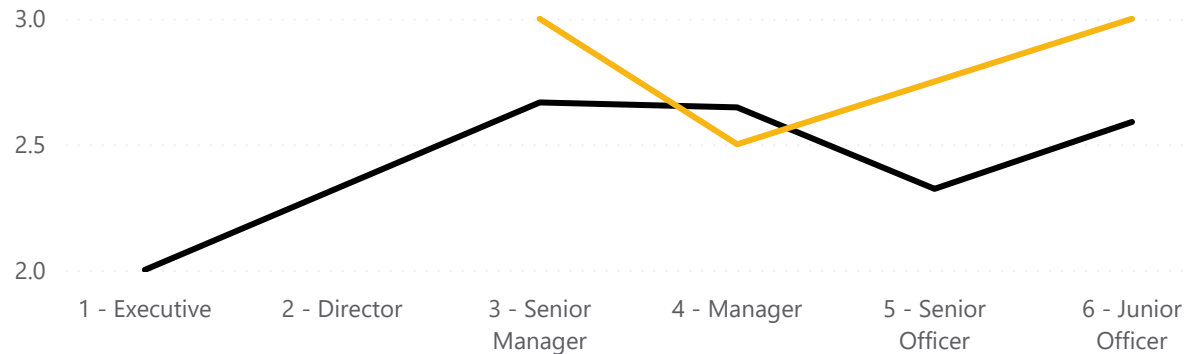
Employee Departures by Gender and Time Type in FY20

Time type ● Full Time ● Part Time



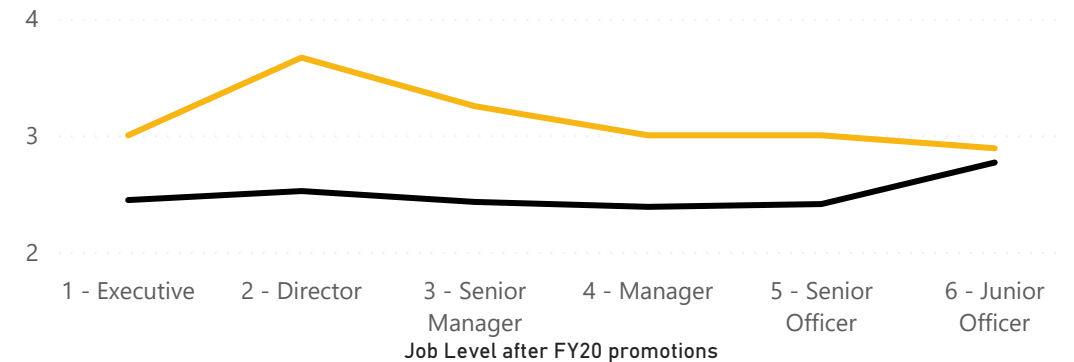
AVG Performance Rating of leavers vs Non-Leavers (Women)

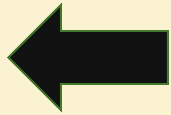
FY20 leaver? ● No ● Yes



AVG Performance Rating of leavers vs Non-Leavers (Men)

FY20 leaver? ● No ● Yes





Diversity & Inclusion - Gender Balance Analysis



500

Total Employees

Department

All

Job Level

All

Age group

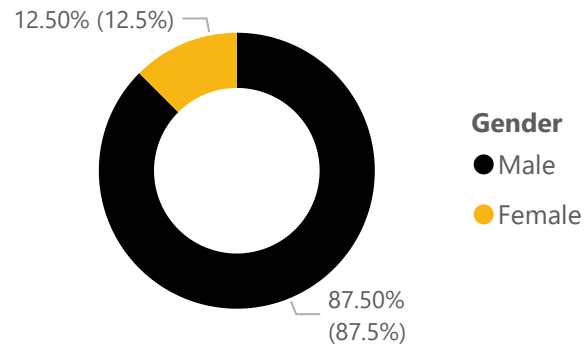
All

Region

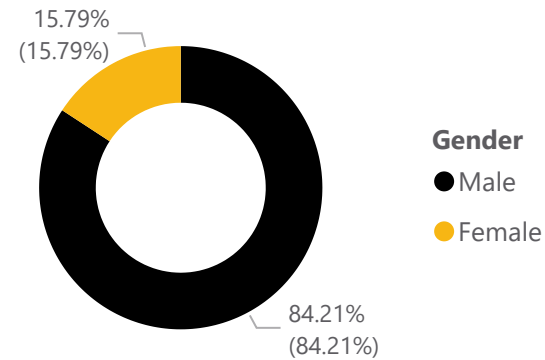
All

Clear all slicers

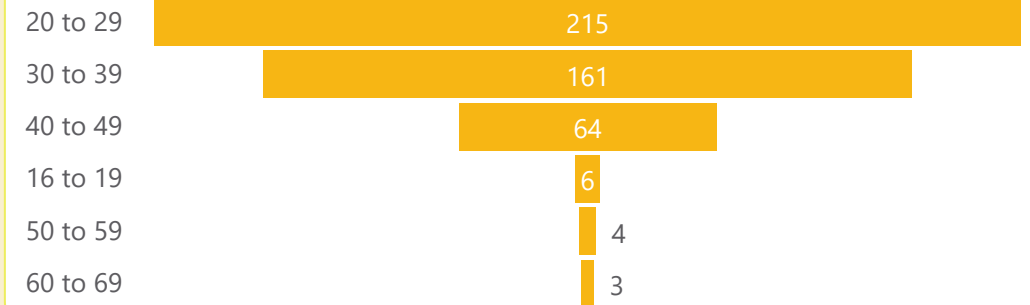
Executive split (FY20)



Executive split (FY21)



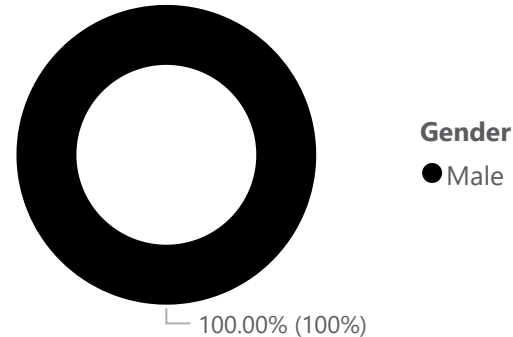
Employees by Age group (end FY20)



Executive Hires (FY20)



Promotion to Executive (FY20)



Employee Distribution by Job Level and Age Group post FY21 Promotions

