Diversity & Inclusion

Department All
Age group All
Region group All
Job Level All

KPI 1 - Hiring

Gender ●Female ●Male

1 - Executive	13% / 88%
2 - Director	14% / 86%
3 - Senior ...	18% / 82%
4 - Manager	37% / 63%
5 - Senior ...	47% / 53%
6 - Junior O...	53% / 47%

41% of hires were female   **59%** of hires were men

Gender ●Female ●Male ●% of hires female

KPI 2 - Promotions (this

Gender ●Female ●Male

3, 4, 29, 21, 11, 46, 25, 54, 50, 91

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

1 - Executive	3.00 / 1.85
2 - Director	3.00
3 - Senior ...	1.78 / 2.19
4 - Manager	2.31
5 - Senior ...	2.05 / 2.56
6 - Junior ...	2.12

Avg time (in years) in Job

Gender ●Female ●Male

KPI 3 - Turnover Rate (FY20 leavers)

Average Performance Rating of leavers vs non-leavers(men)

Left this FY? ●No ●Yes

	Yes	No
1 - Exe...	3.00	2.36
2 - Dir...	3.67	2.50
3 - Sen...	3.20	2.46
4 - Ma...	2.46	2.75
5 - Sen...	2.83	2.37
6 - Jun...	2.93	2.67

Diversity & Inclusion
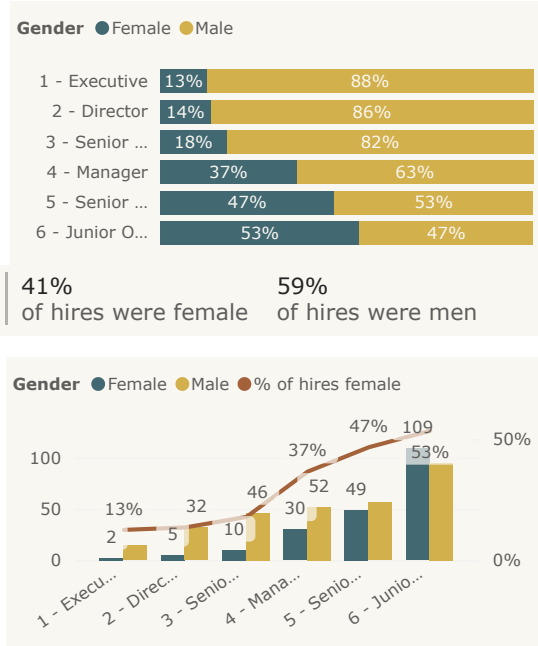
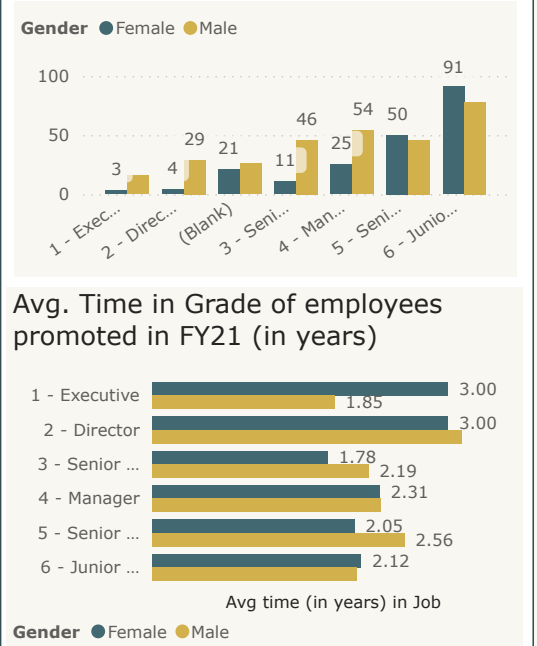| Department	Age group	Region group	Job Level
All ⌄	All ⌄	All ⌄	All ⌄

KPI 4 - Performance Rating

Gender ●Female ●Male

Rating	Female	Male
4	36.84%	63.16%
3	39.74%	60.26%
2	38.39%	61.61%
1	36.84%	63.16%
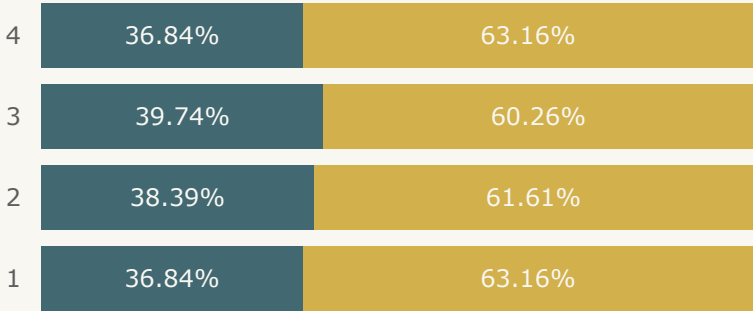
2.41
Avg Rating men

2.42
Avg Rating Female

FY20 Perfor... ●1 ●2 ●3 ●4

	1	2	3
Male		55%	36%
Female		54%	38%

0%   50%   100%
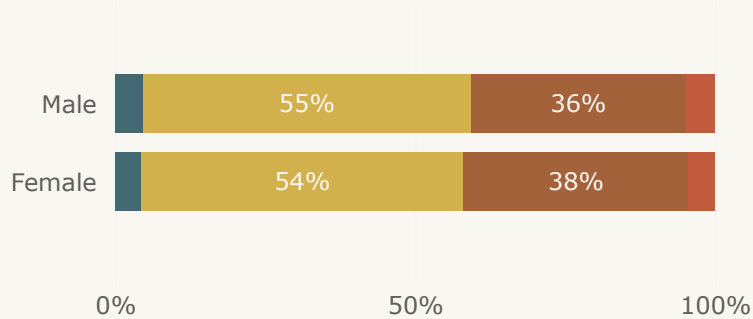
KPI 5 - Executive Gender

Executive split (FY20)
●Male ●Female

12.5%
87.5%
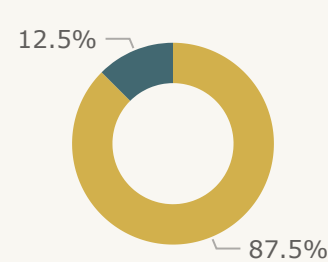
Executive split (FY21)

15.8%
84.2%
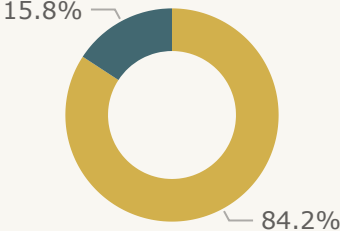
Executive Hires (FY20)
●Male

100%
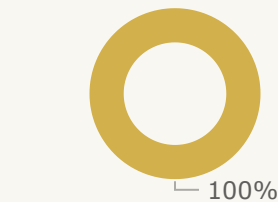
Promotion to Executive (FY20)
●Male

100.0%
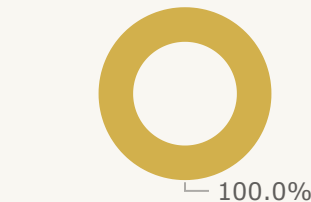
KPI 6 - Age group

Employees by Age group (end FY20)

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

0   100   200
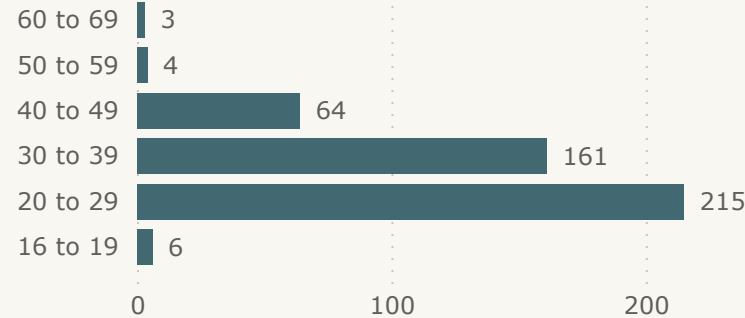
Age group ●16 to 19 ●20 to 29 ●30 to 39 ●40 to 49 ▶

| 1 - Execut... | 2 - Director | 3 - Senior Manager | 4 - Manager | 5 - Senior Officer | 6 - Junior Officer |