Diversity and Inclusion

Job Level
All

Department
All
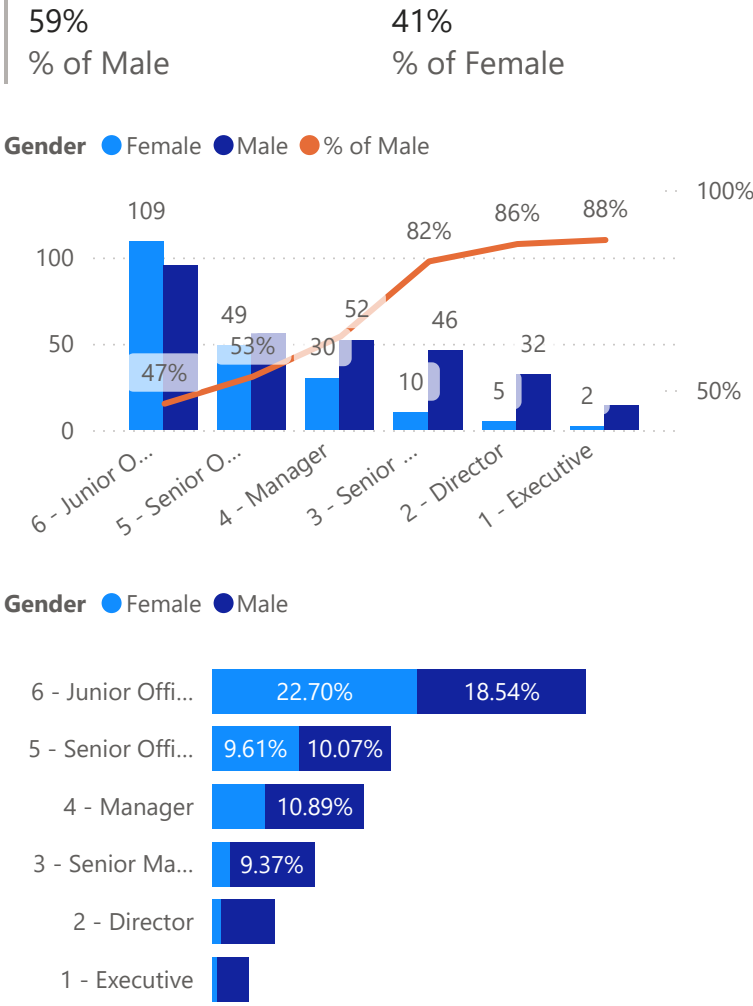
Age
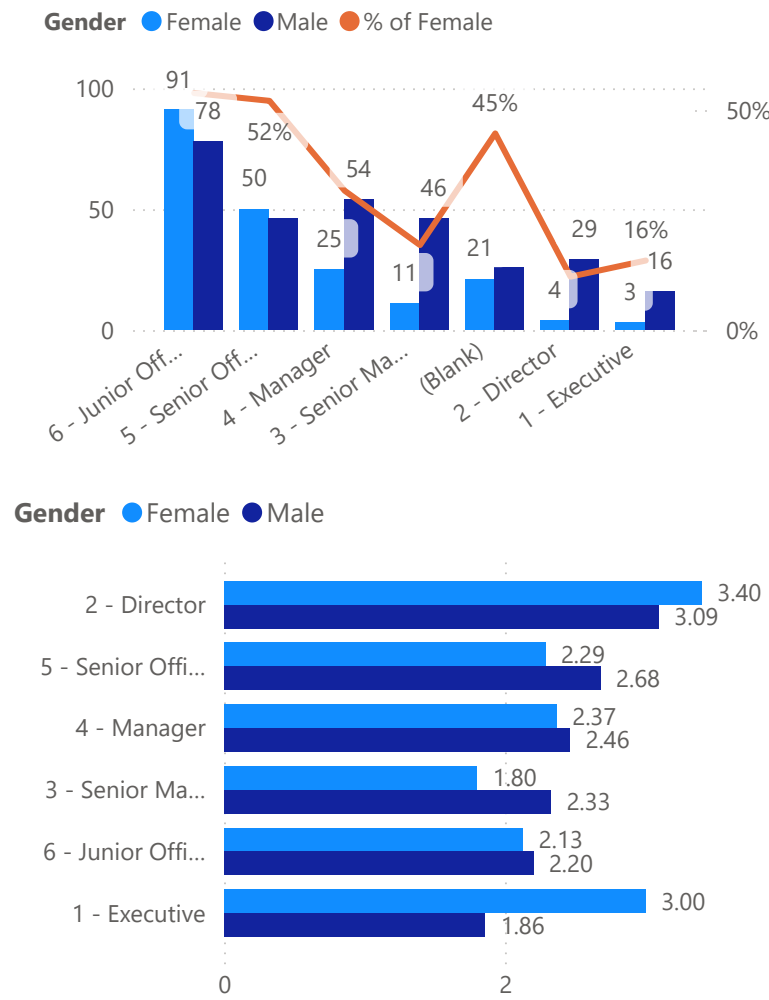All

Region Group
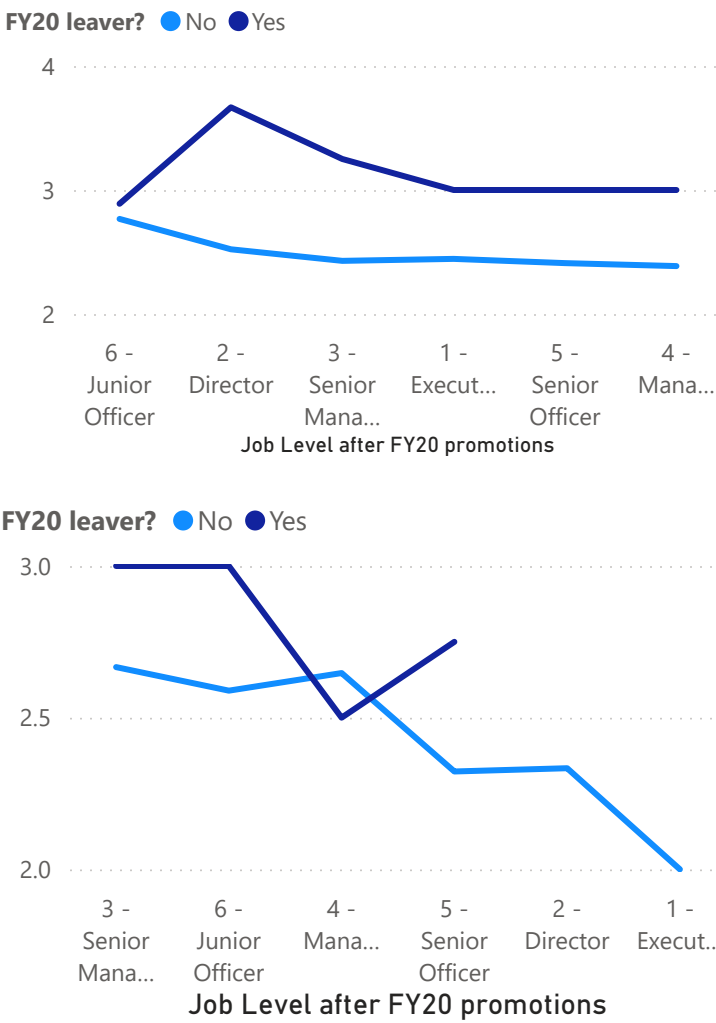All

Hiring

Promotion (This Year)

Turnover Rate (FY20 Leavers)

Hiring

59%
% of Male

41%
% of Female

Gender ●Female ●Male ●% of Male

- 109
- 49 53%
- 47%
- 30 52
- 10 82%
- 46 86%
- 5 88%
- 32
- 2

6 - Junior O... 5 - Senior O... 4 - Manager 3 - Senior ... 2 - Director 1 - Executive

Gender ●Female ●Male

Job Level	Female	Male
6 - Junior Offi...	22.70%	18.54%
5 - Senior Offi...	9.61%	10.07%
4 - Manager		10.89%
3 - Senior Ma...	9.37%	
2 - Director		
1 - Executive		

Promotion (This Year)

Gender ●Female ●Male ●% of Female

- 91 78
- 50 52%
- 25 54 45%
- 11 46
- 21
- 4 29 16%
- 3 16

6 - Junior Off... 5 - Senior Off... 4 - Manager 3 - Senior Ma... (Blank) 2 - Director 1 - Executive

Gender ●Female ●Male

Job Level	Female	Male
2 - Director	3.40	3.09
5 - Senior Offi...	2.29	2.68
4 - Manager	2.37	2.46
3 - Senior Ma...	1.80	2.33
6 - Junior Offi...	2.13	2.20
1 - Executive	3.00	1.86

Turnover Rate (FY20 Leavers)

FY20 leaver? ●No ●Yes

6 - Junior Officer, 2 - Director, 3 - Senior Mana..., 1 - Execut..., 5 - Senior Officer, 4 - Mana...
Job Level after FY20 promotions

FY20 leaver? ●No ●Yes

3 - Senior Mana..., 6 - Junior Officer, 4 - Mana..., 5 - Senior Officer, 2 - Director, 1 - Execut...
Job Level after FY20 promotions

Diversity and Inclusion

Performance Rating

Gender ● Female ● Male

Rating	Female	Male
4	36.84%	63.16%
	39.74%	60.26%
2	38.39%	61.61%
	36.84%	63.16%

0% — 50% — 100%
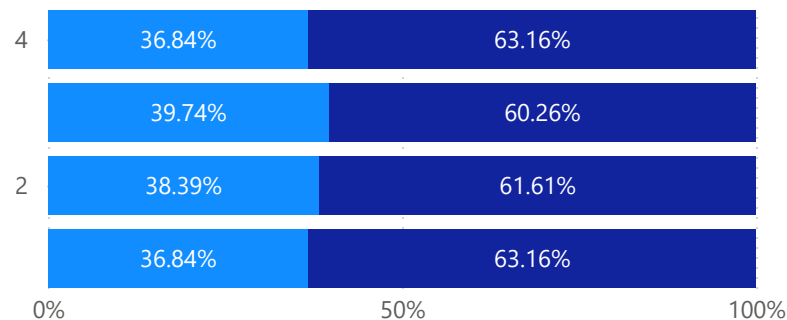
2.42
Avg Female rating

2.41
Avg Male rating

FY20 Performa... ● (Blank) ● 1 ● 2 ● 3 ● 4

	(Blank)	2	3	4
Male	14.24%	46.78%	30.85%	
Female	21.95%	41.95%	29.27%	

0% — 50% — 100%
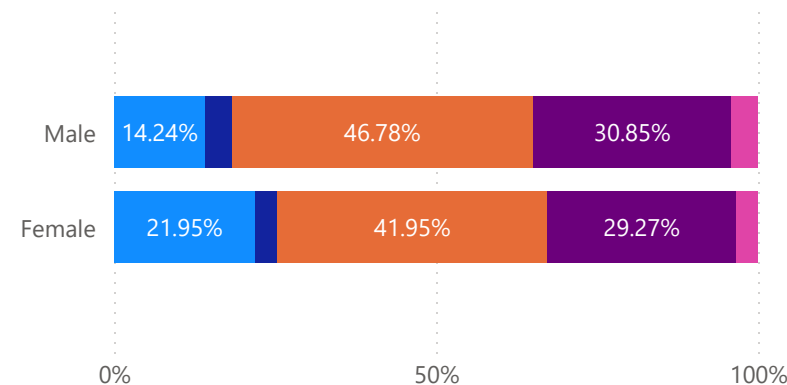
Executive Gender

Executive hires FY 20

Gender ● Male

100.00%

Promotion to Executive FY 20

Gender ● Male

100.00%

Executive split FY 20

12.50%

Gender
● Male
● Female

87.50%

Executive split FY 21

15.79%

Gender
● Male
● Female
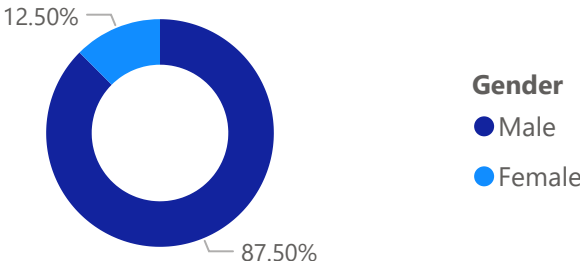
84.21%
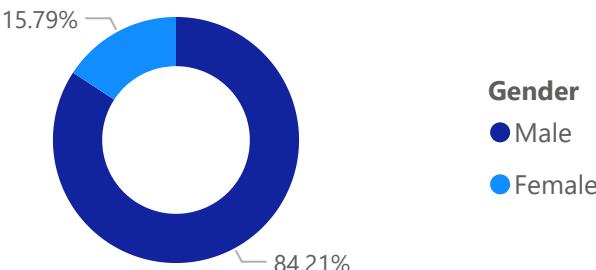
Age Group

Count of Employees by Age group (End FY 20)

Age group	Count of Employee ID
16 to 19	6
20 to 29	223
30 to 39	174
40 to 49	83
50 to 59	10
60 to 69	4

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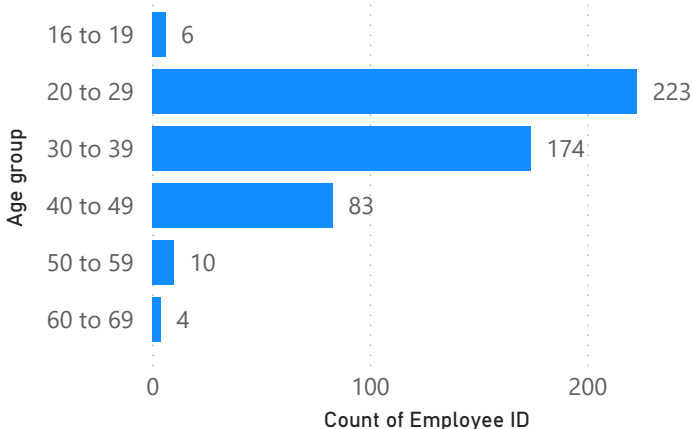
Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ▶

Job Level after FY21 promotions: 1 - Execu... , 2 - Director, 3 - Senior Mana..., 4 - Mana..., 5 - Senior Officer, 6 - Junior Officer