Diversity & Inclusion Analysis

Department	Job Level	Age group	Region Group
All ∨	All ∨	All ∨	All ∨

KP1- Hiring

Gender ●Female ●Male

Job Level	Female	Male
1 - Executive		88%
2 - Director	14%	86%
3 - Senior ...	18%	82%
4 - Manager	37%	63%
5 - Senior ...	47%	53%
6 - Junior ...	53%	47%

59% Male   **41%** Female

Gender ●Female ●Male ●% Female

Chart: Female/Male counts and % Female by Job Level
- 1 - Exec...: Female 2, Male (–), 13%
- 2 - Direc...: Female 5, Male 32
- 3 - Senior Man...: Female 10, Male 46
- 4 - Man...: Female 30, Male 52, 37%
- 5 - Senior Officer: Female 49, Male (–), 47%
- 6 - Junior Officer: Female 109, Male 95
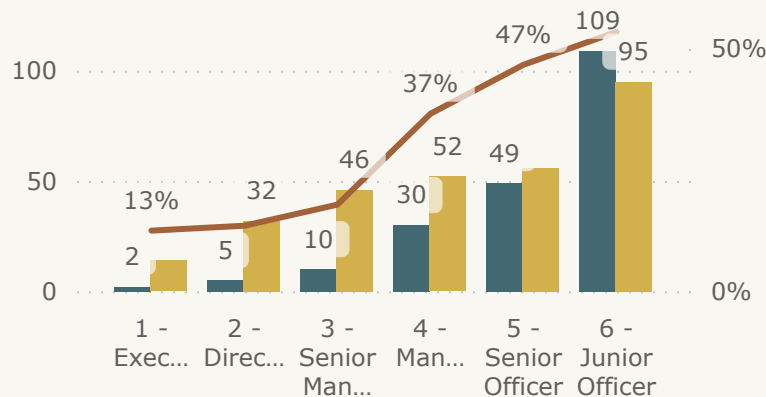
KP2 - Promotions (this year)

Gender ●Female ●Male ●% Female

Job Level	Female	Male	% Female
1 - Execut...	3	16	16%
2 - Director	4	29	
3 - Senior Manager	11	46	19%
4 - Manager	25	54	
5 - Senior Officer	50	(46)	52%
6 - Junior Officer	91	78	

Gender ●Female ●Male

Job Level	Female	Male
1 - Executive	3.00	1.86
2 - Director	3.40	3.09
3 - Senior Ma...	1.80	2.33
4 - Manager	2.37	2.46
5 - Senior Offi...	2.29	2.68
6 - Junior Offi...	2.13	2.20
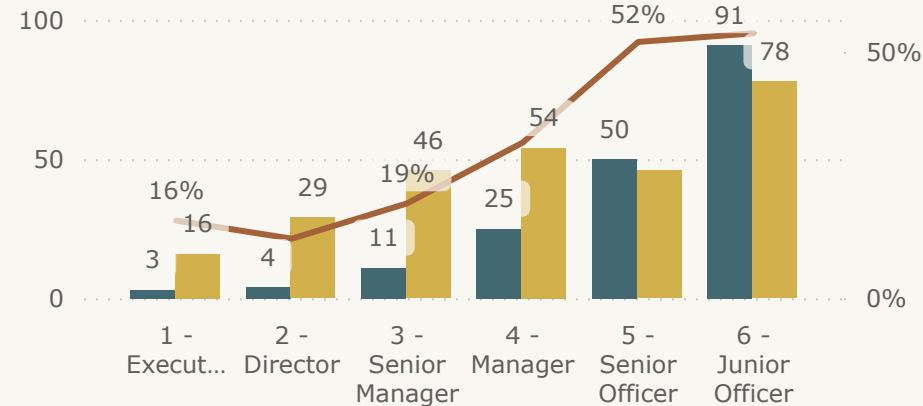
KP3 - Turnover Rate (FY20 leavers)

Female left in ... ●No ●Yes
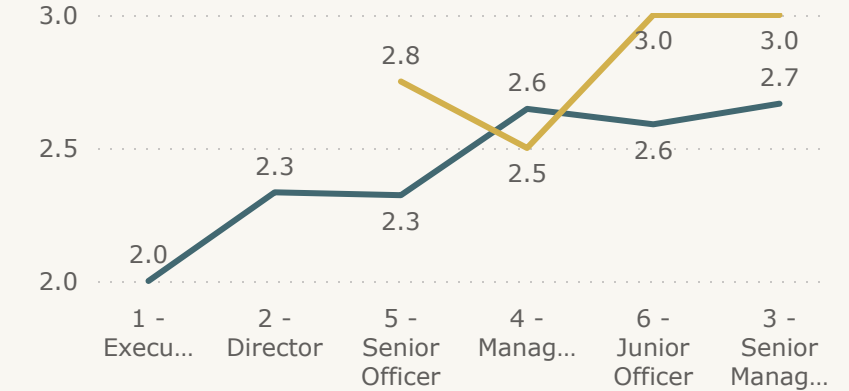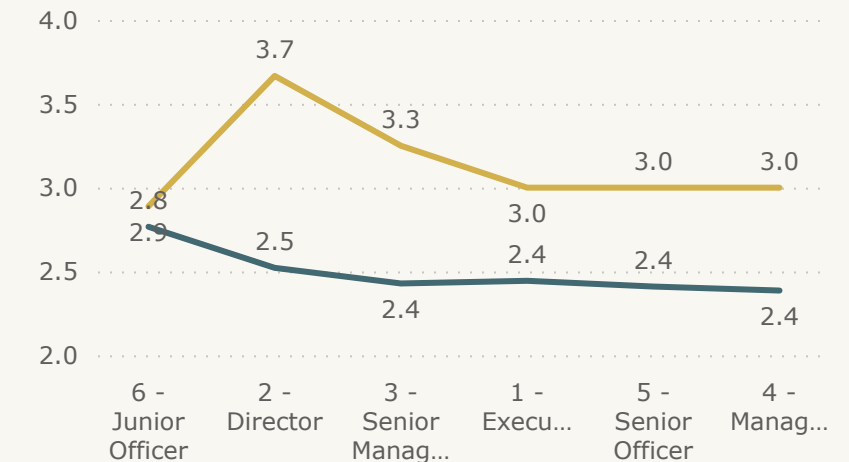
Job Level	No	Yes
1 - Execu...	2.0	2.8
2 - Director	2.3	
5 - Senior Officer	2.3	
4 - Manag...	2.6	2.5
6 - Junior Officer	2.6	3.0
3 - Senior Manag...	2.7	3.0

Male left in ... ●No ●Yes

Job Level	No	Yes
6 - Junior Officer	2.9	2.8
2 - Director	2.5	3.7
3 - Senior Manag...	2.4	3.3
1 - Execu...	2.4	3.0
5 - Senior Officer	2.4	3.0
4 - Manag...	2.4	3.0

Diversity & Inclusion Analysis
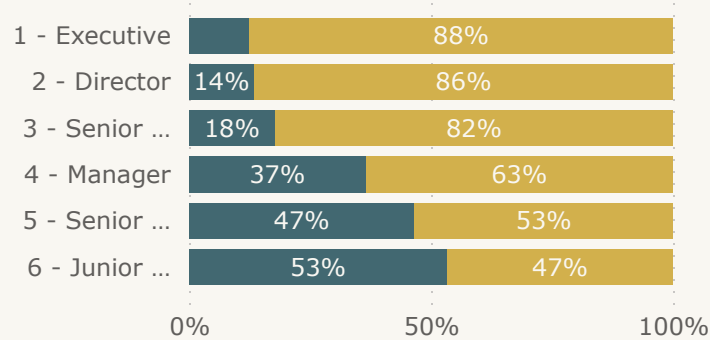
Department
All ∨

Job Level
All ∨

Age group
All ∨

Region Group
All ∨

KP4- 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%

0%   50%   100
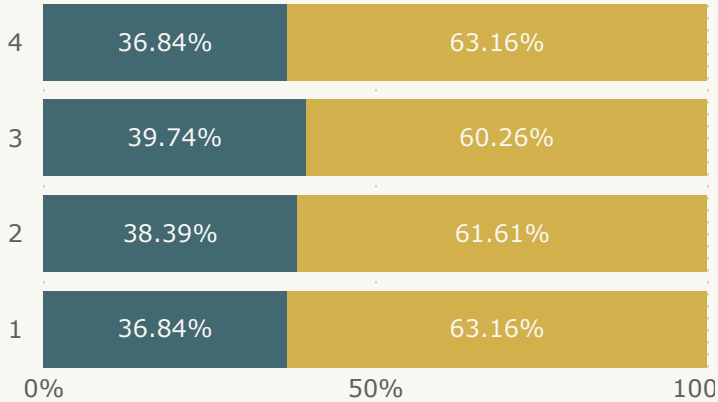
2.42
Avg Rating Fem...

2.41
Avg Rating Male

FY20 Perfo... ●1 ●2 ●3 ●4

	1	2	3	4
Male		55%	36%	
Female		54%	38%	

0%   50%   100%
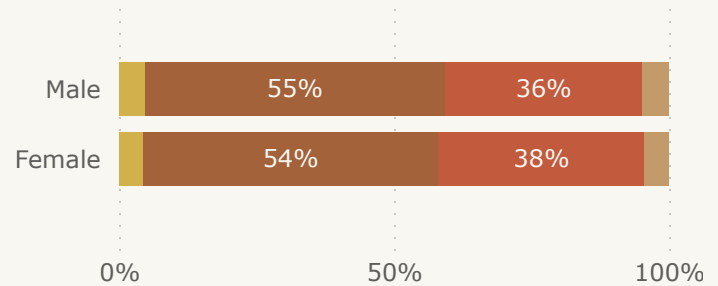
KP5- Executive Gender Balance

Executive Split(FY20)

12.5...
Gender
● Male
● Fe...
87....
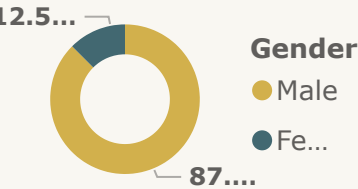
Executive Split(FY21)

15.7...
Gender
● Male
● Fe...
84...
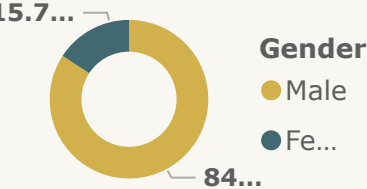
Promotion to Executive(FY20)

Gender
● Male
100%
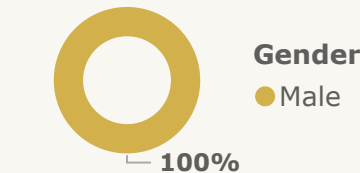
Executive Hire(FY20)

Gender
● Male

KP6- Age Group

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

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
		19 57.58%	19 33.33%	13 16.46%	41 42.71%	160 94.67%
	13 68.42%		37 64.91%	66 83.54%	55 57.29%	
		12 36.36%				

0%   50%   100%
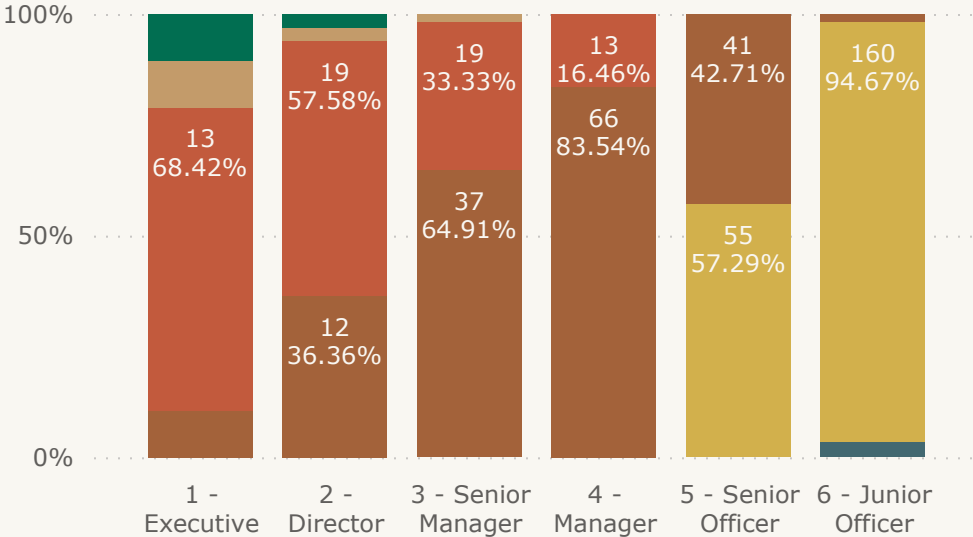
Employees by Age Group(End FY20)

Age group	Count of Employee ID
60 to 69	1
50 to 59	6
20 to 29	8
30 to 39	13
40 to 49	19

0   5   10   15   20
Count of Employee ID
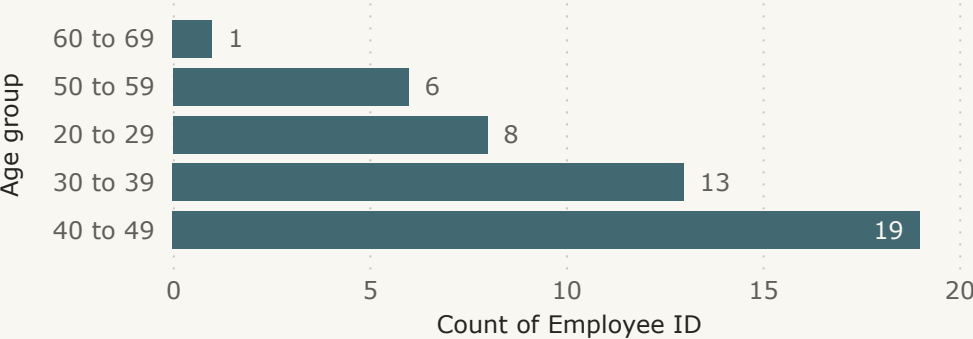
Diversity & Inclusion Analysis

Department	Job Level	Age group	Region Group
All ⌄	All ⌄	All ⌄	All ⌄

295
Male

205
Female

47
#Leaver

87
Promoted FY20

9%
#Employee Turnover

Promotion in FY20

41%

59%

Gender
- ● Male
- ● Female

Promotion in FY21

40.62%

59.38%

Gender
- ● Male
- ● Female

Nationality Of Employees

Switzerland	264
Europe	224
Americas	7
Asia Pacific	3
Middle East	2

0 — 200

Regional Diversity

Gender ● Female ● Male

	Female	Male
Switzerland	95	169
Europe	104	120
Americas		
Asia Pacific		
Middle East		

0 — 200
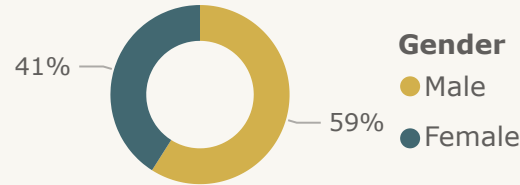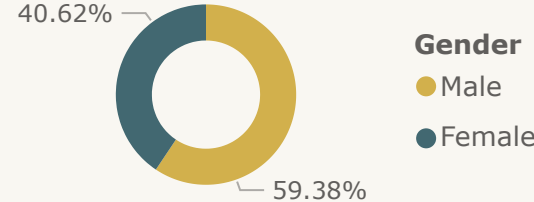
Job Diversity

● # Female ● # Male

	# Female	# Male
1 - Executive	15.79%	84.21%
2 - Director		87.88%
3 - Senior Manager	19.30%	80.70%
4 - Manager	31.65%	68.35%
5 - Senior Officer	52.08%	47.92%
6 - Junior Officer	53.85%	46.15%

0% 50% 100%
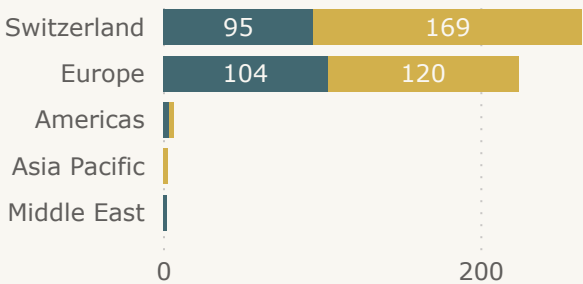
Age Group of Employees

Gender ● Female ● Male

	20 to 29	30 to 39	40 to 49	50 to 59	16 to 19	60 to 69
Male	120	115	37	4	2	4
Female	103	59	46	6	4	