Diversity & Inclusion

pwc

Department
All

Job Level
All

Age group
All

Region group
All

KPI 1 - Hiring

Gender: ●Female ●Male

Job Level	Female	Male
1 - Executive	13%	88%
2 - Director	14%	86%
3 - Senior Ma...	18%	82%
4 - Manager	37%	63%
5 - Senior Off...	47%	53%
6 - Junior Offi...	53%	47%
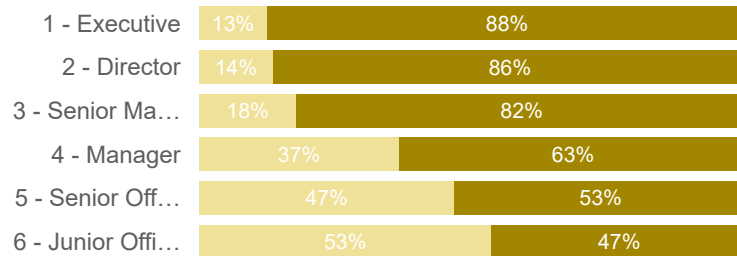
41% of hires were female   **59%** of hires were male

Gender: ●Female ●Male ●% of hires women

Chart values by job level (Female / Male, % women):
- 1 - Execu...: 2 / 14, 13%
- 2 - Director: 5 / 32
- 3 - Senior Mana...: 10 / 46, 37%
- 4 - Mana...: 30 / 52
- 5 - Senior Officer: 49 / 56, 47%
- 6 - Junior Officer: 109 / 95
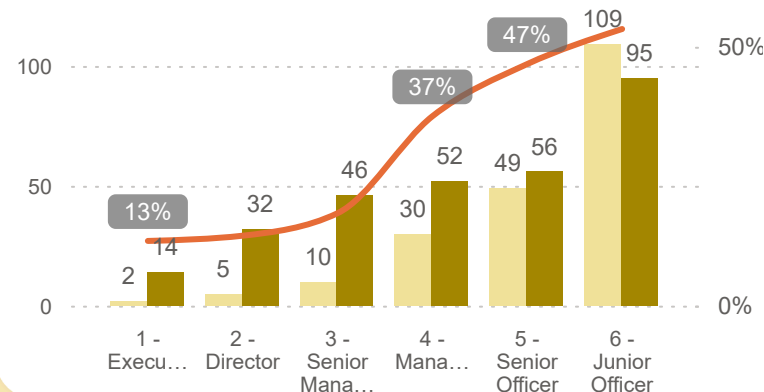
KPI 2 - Promotions (this year)

Gender: ●Female ●Male ●% Promotees who were women

Chart values by job level (Female / Male, % women):
- 1 - Execu...: 3 / 16, 16%
- 2 - Director: 4 / 29
- 3 - Senior Manager: 11 / 46, 19%
- 4 - Manager: 25 / 54, 32%
- 5 - Senior Officer: 50 / 46
- 6 - Junior Officer: 91 / 78, 52%
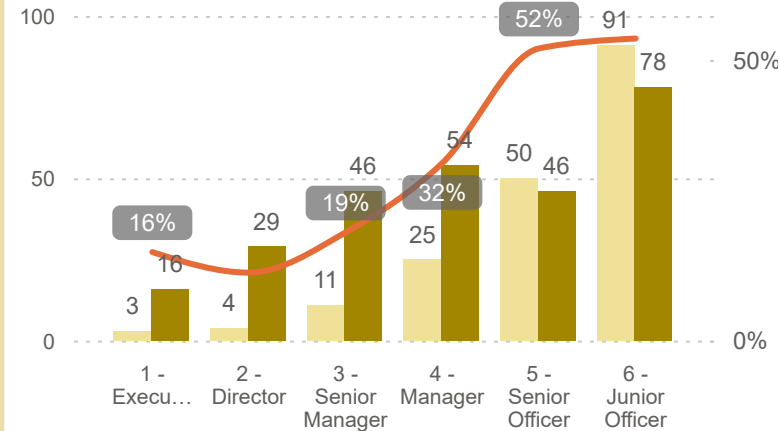
Avg. Time in Grade of employees promoted in FY21 (in years)

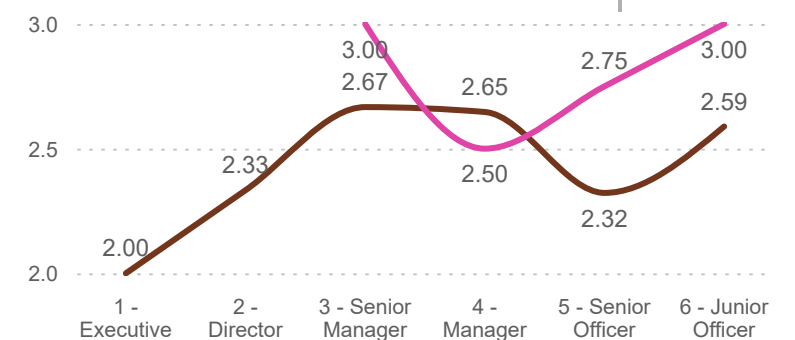| Job Level	Female	Male
1 - Executive	3.00	1.86
2 - Director	3.40	3.09
3 - Senior Man...	1.80	2.33
4 - Manager	2.37	2.46
5 - Senior Officer	2.29	2.68
6 - Junior Officer	2.13	2.20

Avg time (in years) in job
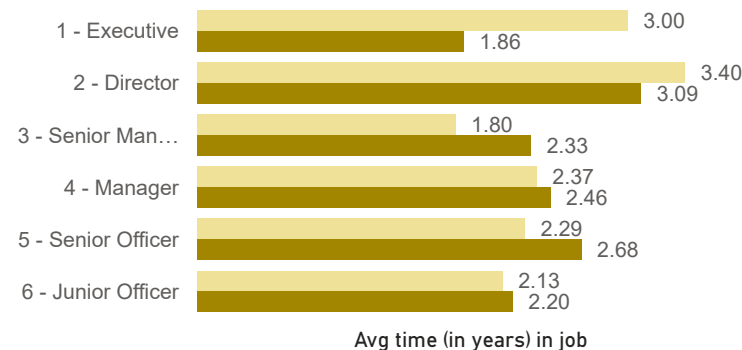
Gender: ●Female ●Male

KPI 3 - Turnover Rate (FY20 leavers)

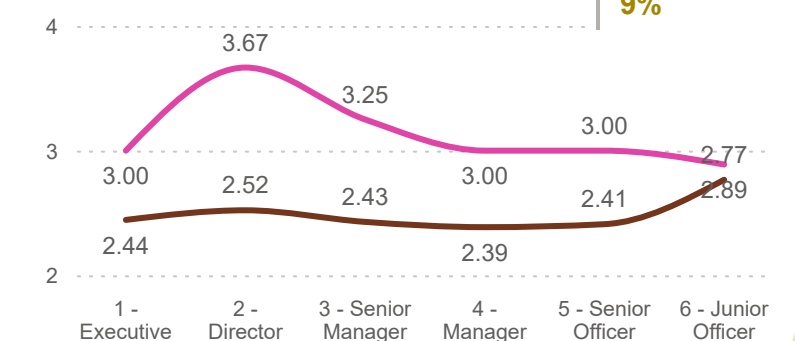**Average Performance Rating of Leavers vs non-Leavers (WOMEN)**

Left this FY? ●No ●Yes

Female **11%**

No line values: 2.00, 2.33, 2.67, 2.65, 2.32, 2.59
Yes line values: 3.00, 2.65, 2.50, 2.75, 3.00

By job level: 1 - Executive, 2 - Director, 3 - Senior Manager, 4 - Manager, 5 - Senior Officer, 6 - Junior Officer

Average Performance Rating of Leavers vs non-Leavers (MEN)

Left this FY? ●No ●Yes

Male **9%**

No line values: 2.44, 2.52, 2.43, 2.39, 2.41, 2.89
Yes line values: 3.00, 3.67, 3.25, 3.00, 3.00, 2.77

By job level: 1 - Executive, 2 - Director, 3 - Senior Manager, 4 - Manager, 5 - Senior Officer, 6 - Junior Officer

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All

👍 KPI 4 - Performance Rating

Gender ● Female ● Male

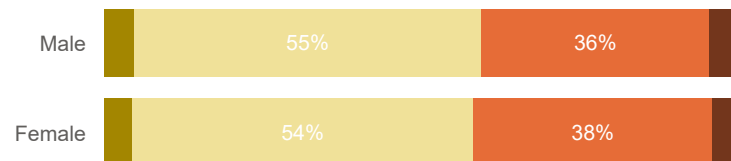| Rating	Female	Male
4	36.84%	63.16%
3	39.74%	60.26%
2	38.39%	61.61%
1	36.84%	63.16%
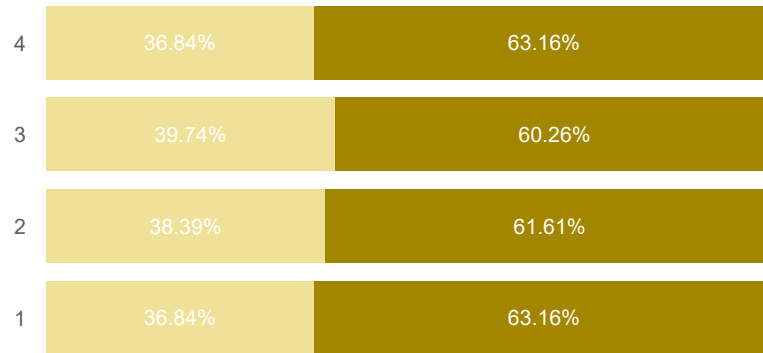
2.42
Avg Rating Women

2.41
Avg Rating Men

FY20 Perf. Rati... ● 1 ● 2 ● 3 ● 4

1 = excellent
2 = great
3 = sufficient
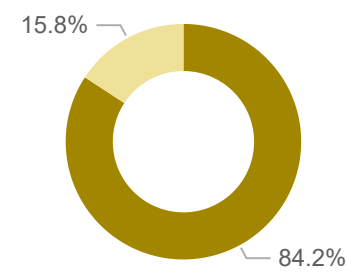4 = bad

Male	55%	36%
Female	54%	38%

💰 KPI 5 - Executive Gender Balance

Executive split (FY20)
Gender ● Male ● Female

12.5%

87.5%
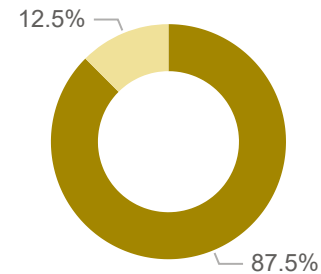
Executive split (FY21)
Gender ● Male ● Female

15.8%

84.2%

Executive Hires (FY20)
Gender ● Male

100%
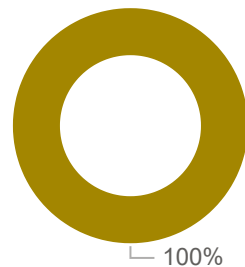
Promotion to Executive (FY20)
Gender ● Male

100%
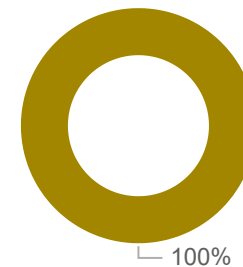
👥 KPI 6 - Age group

Employees by Age group (end FY20)

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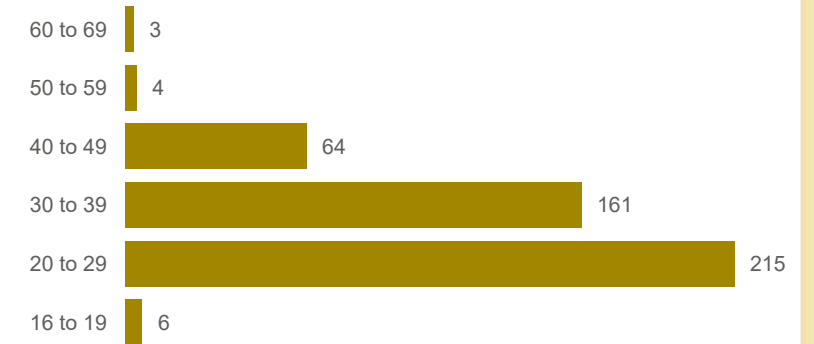
Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
	10.5%					
	10.5%	57.6%	33.3%	16.5%		
	68.4%		64.9%	83.5%	42.7%	94.7%
	10.5%	36.4%			57.3%	