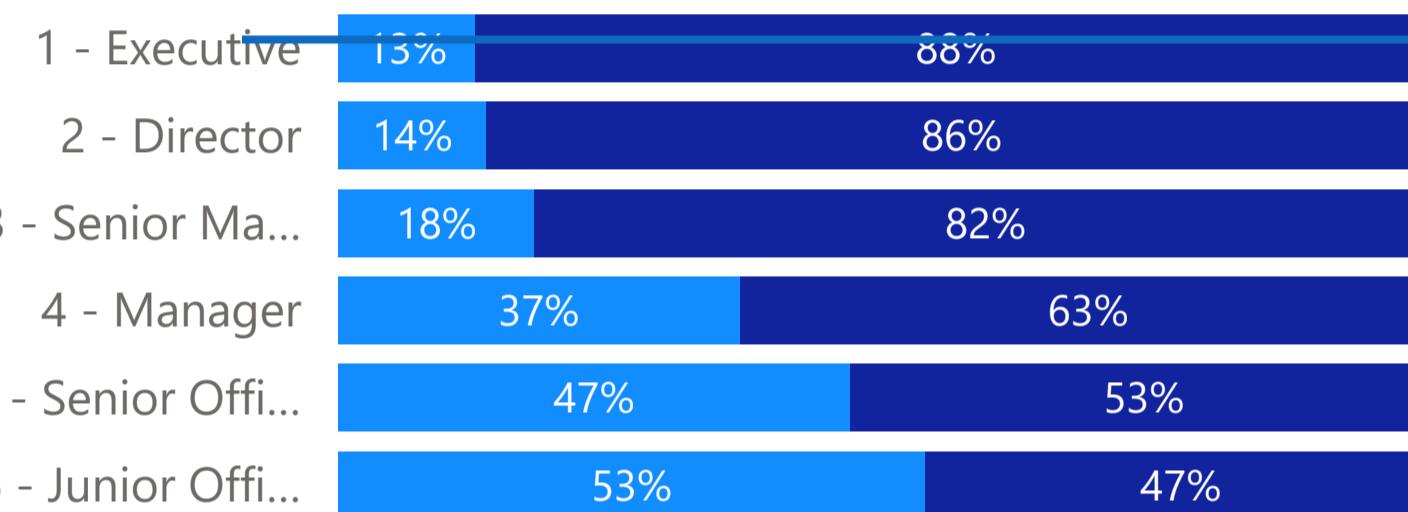


# Diversity & Inclusion

Department  Job Level  Age group  Region group

## Hiring by Gender

Gender ● Female ● Male

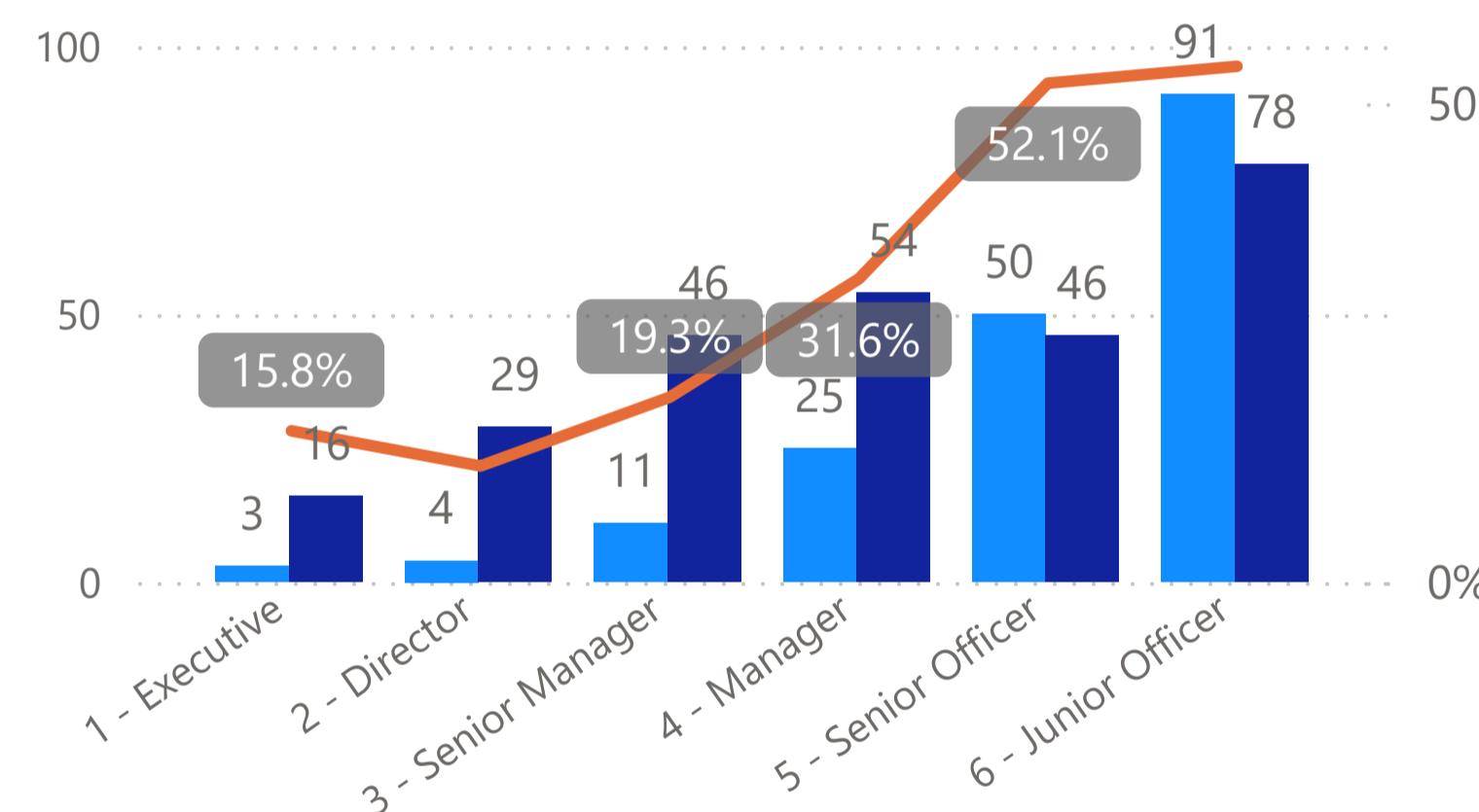


**41%**  
of hires were female

**59%**  
of hires were male

## Promotions (this year) by Gender

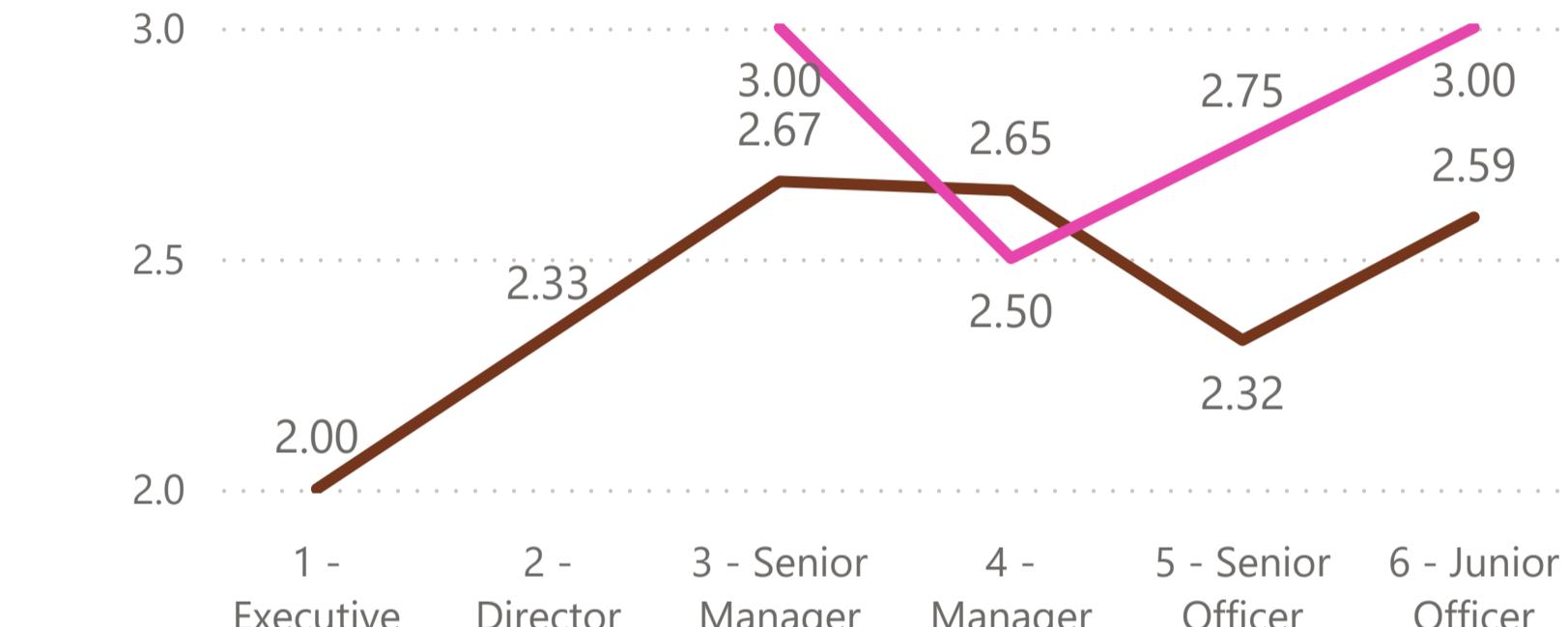
Gender ● Female ● Male ● % Promotees who were women



## Turnover Rate (FY20 leavers)

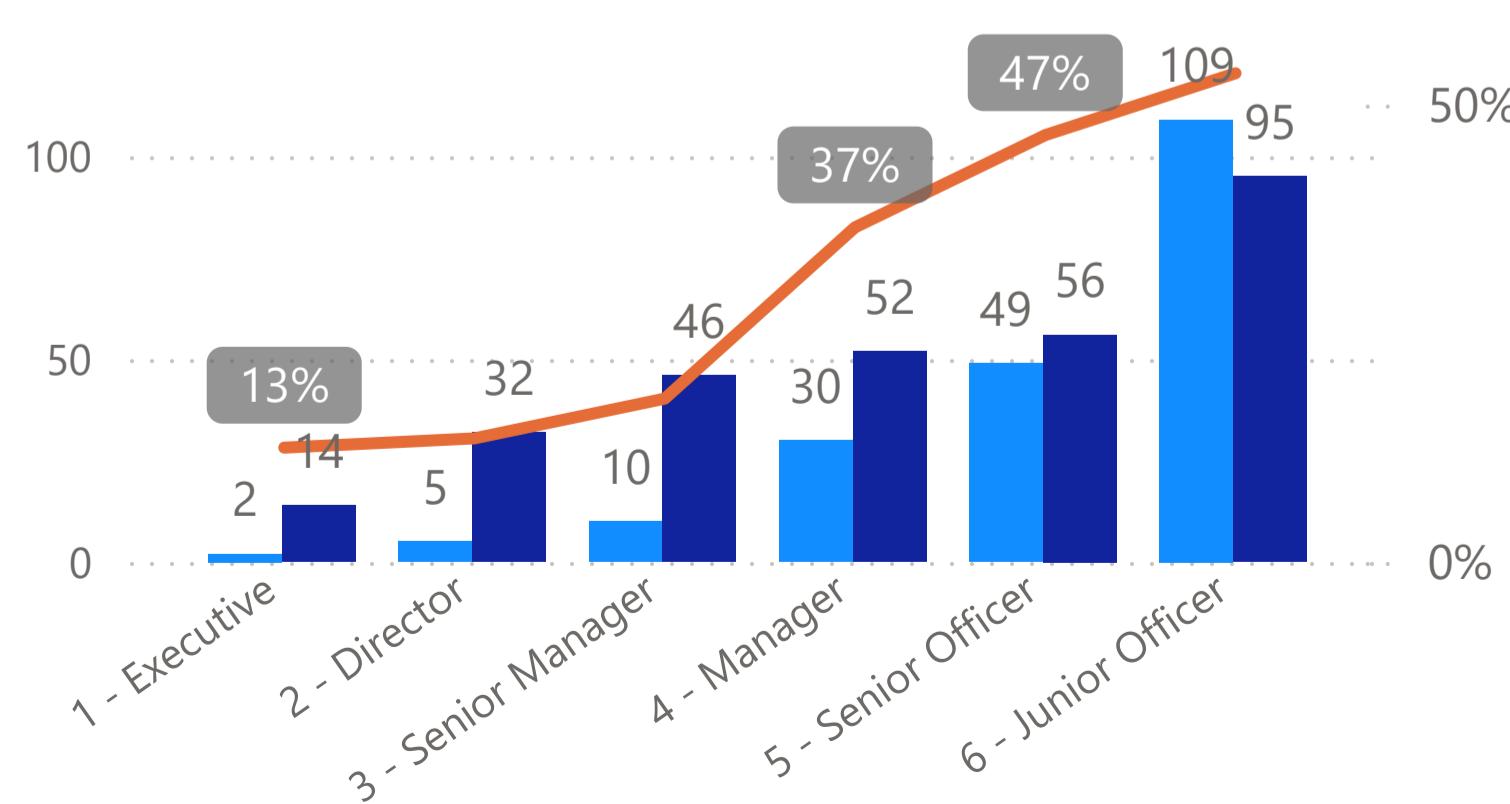
Average Performance Rating of Leavers vs non-Leavers (WOMEN)

Left this FY? ● No ● Yes

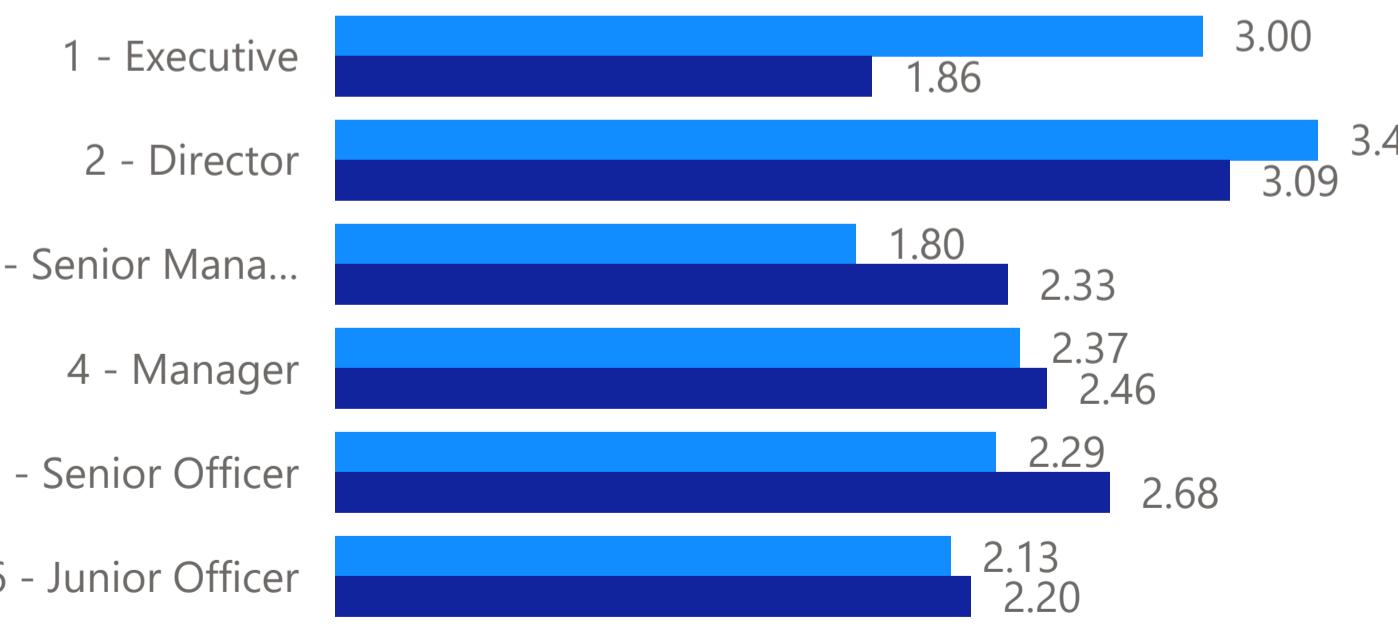


Female  
11%

Gender ● Female ● Male ● % of hires women



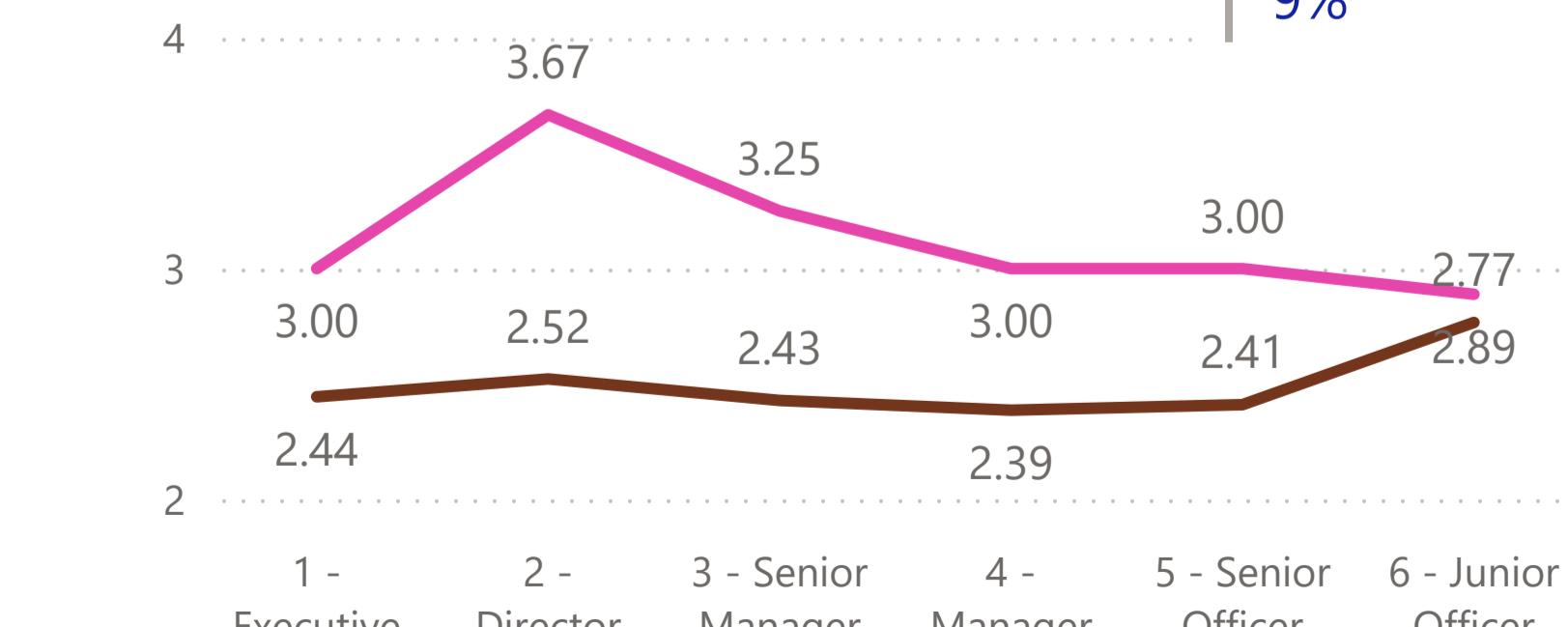
Avg. Time in Grade of employees promoted in FY21 (in years)



Gender ● Female ● Male

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

Left this FY? ● No ● Yes



Male  
9%

# Diversity & Inclusion

Department

All

Job Level

All

Age group

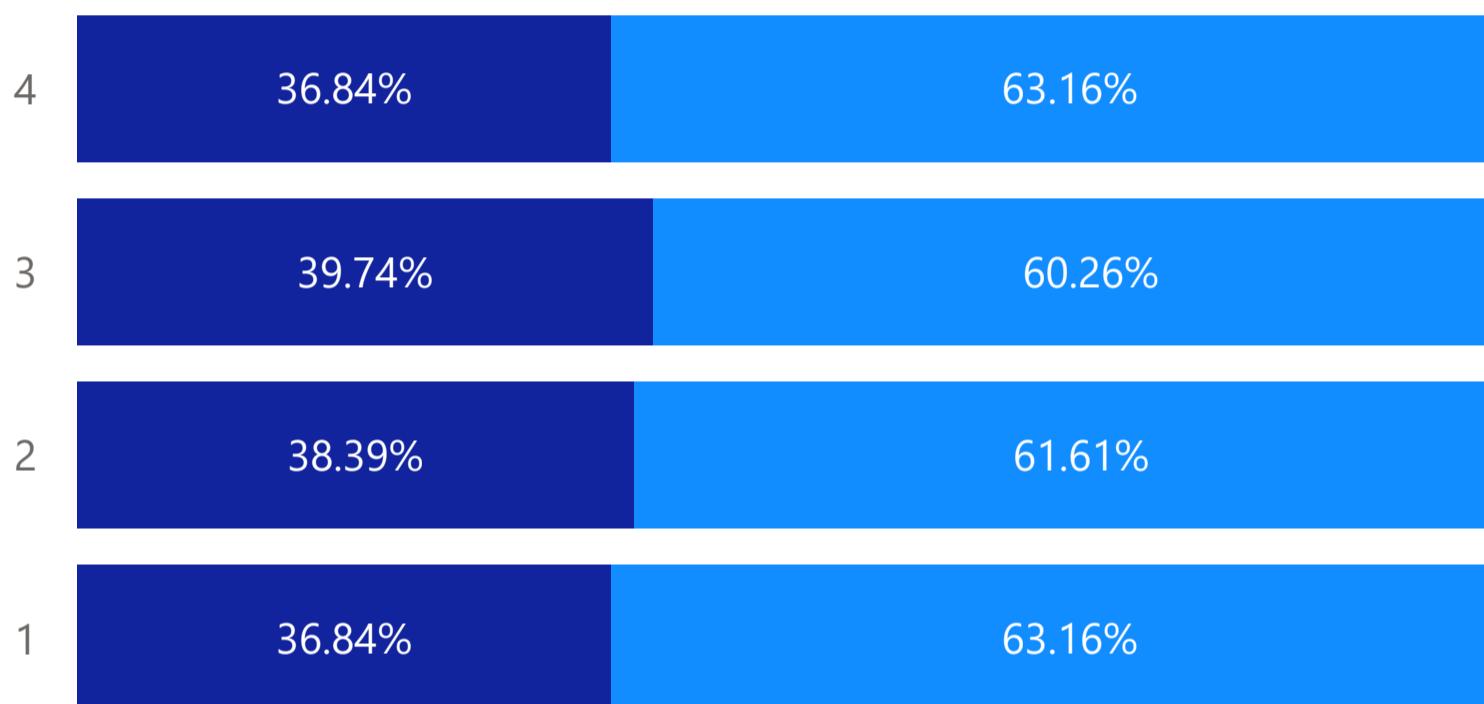
All

Region group

All

## Performance Rating

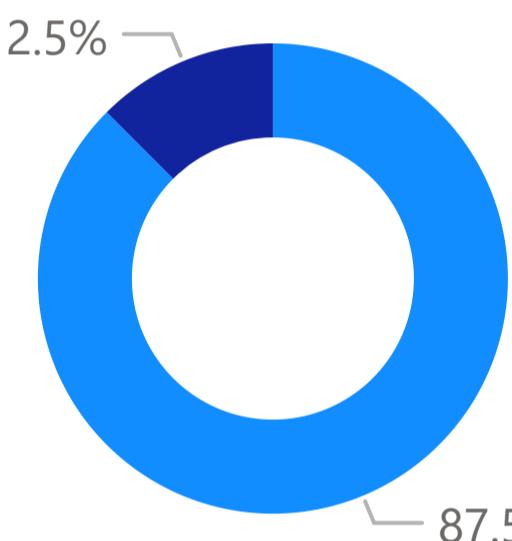
Gender ● Female ● Male



## Executive Gender Balance

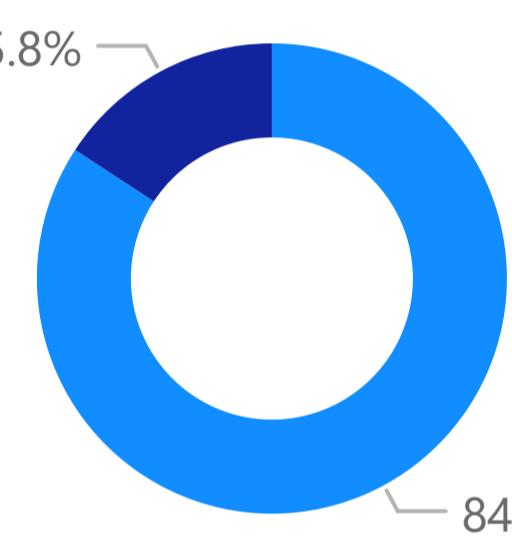
Executive split (FY20)

Gender ● Male ● Female



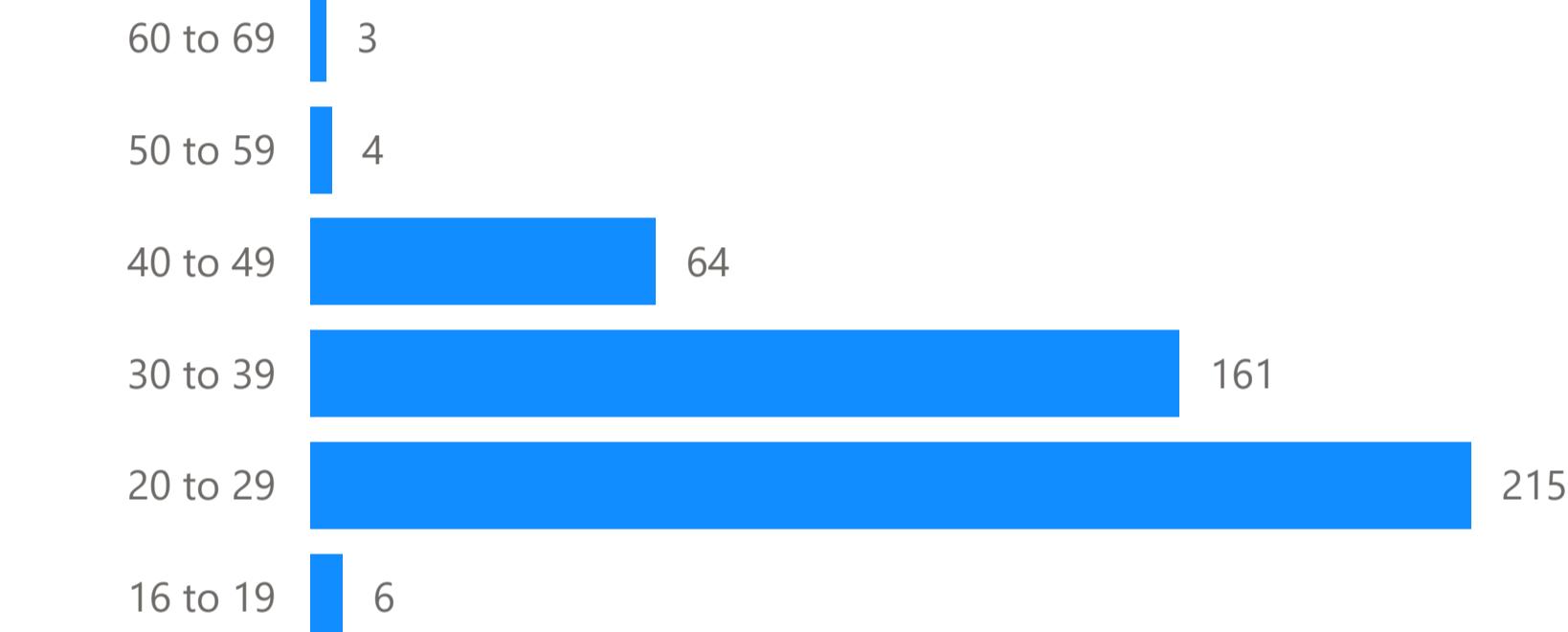
Executive split (FY21)

Gender ● Male ● Female



## Age group

Employees by Age group (end FY20)



2.42

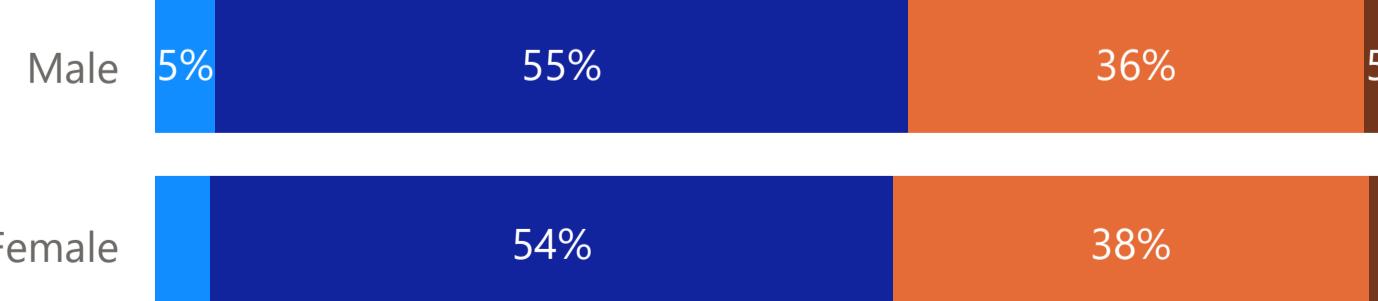
Avg Rating Women

2.41

Avg Rating Men

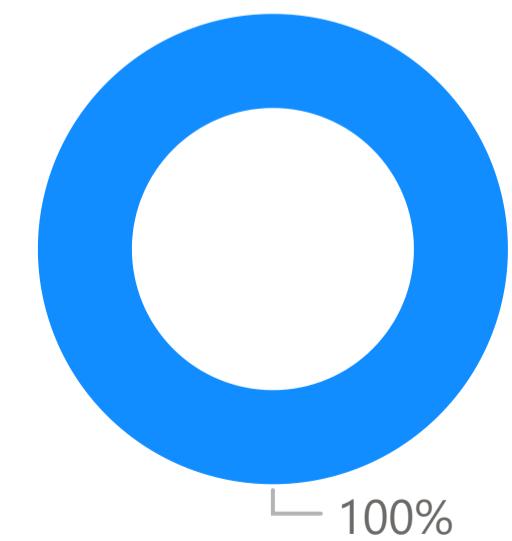
FY20 Perf. Rating ● 1 ● 2 ● 3 ● 4

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



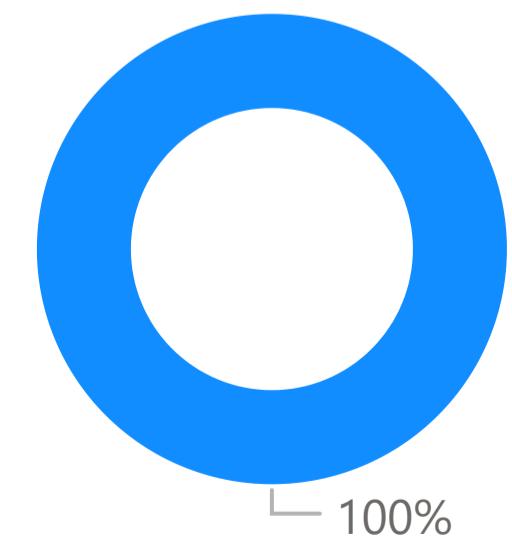
Executive Hires (FY20)

Gender ● Male



Promotion to Executive (FY20)

Gender ● Male



Age group

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

