



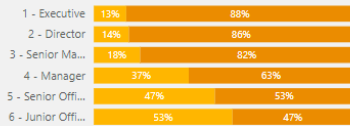
Diversity & Inclusion



Department: All | Job Level: All | Age group: All | Region group: All

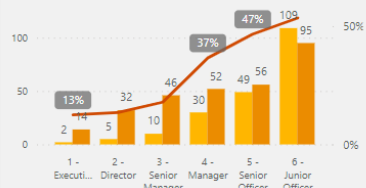
KPI 1 - Hiring

Gender: Female (Yellow), Male (Orange), % of hires women (Red line)



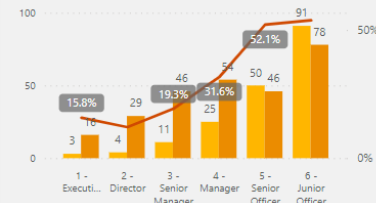
41% of hires were female | 59% of hires were male

Gender: Female (Yellow), Male (Orange), % of hires women (Red line)

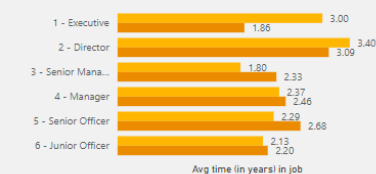


KPI 2 - Promotions (this year)

Gender: Female (Yellow), Male (Orange), % Promotees who were women (Red line)



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

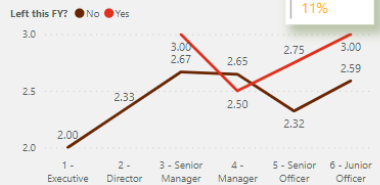


Avg time (in years) in job

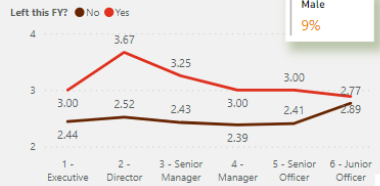
Gender: Female (Yellow), Male (Orange)

KPI 3 - Turnover Rate (FY20 leavers)

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



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



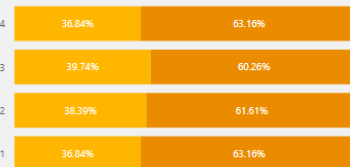
Diversity & Inclusion



Department: All | Job Level: All | Age group: All | Region group: All

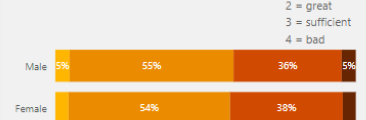
KPI 4 - Performance Rating

Gender: Female (Yellow), Male (Orange), % of hires women (Red line)



2.42 Avg Rating Women | 2.41 Avg Rating Men

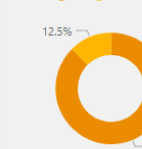
FY20 Perf. Rating: 1 (Yellow), 2 (Orange), 3 (Red), 4 (Dark Red)



KPI 5 - Executive Gender Balance

Executive split (FY20)

Gender: Male (Orange), Female (Yellow)



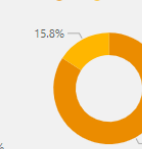
Executive Hires (FY20)

Gender: Male (Orange), Female (Yellow)



Executive split (FY21)

Gender: Male (Orange), Female (Yellow)



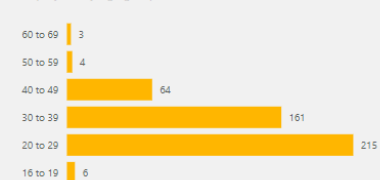
Promotion to Executive (FY20)

Gender: Male (Orange), Female (Yellow)



KPI 6 - Age group

Employees by Age group (end FY20)



Age group: 16 to 19 (Yellow), 20 to 29 (Orange), 30 to 39 (Red), 40 to 49 (Dark Red), 50 to 59 (Pink), 60 to 69 (Light Pink)

