

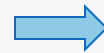


# Diversity & Inclusion



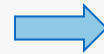
## Dashboards

Promotions



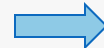
Page 2

Hiring & Performance



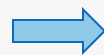
Page 3

Turnover



Page 4

Root Causes



Page 5

# Promotions

Females  
205

Males  
295

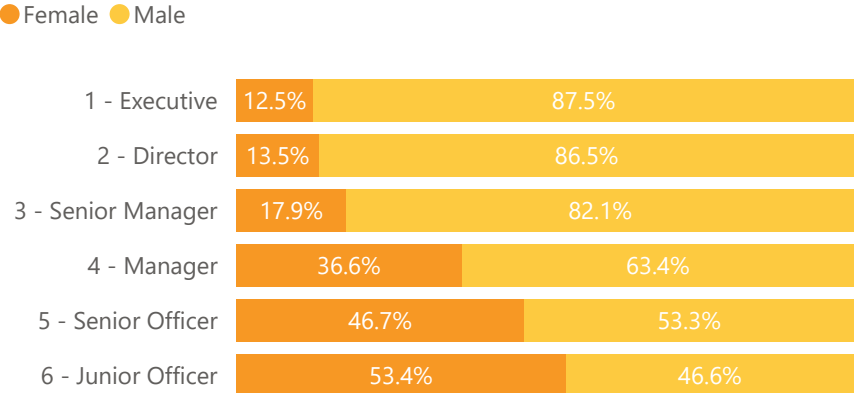
AVG Age  
32

Promotions FY20  
36

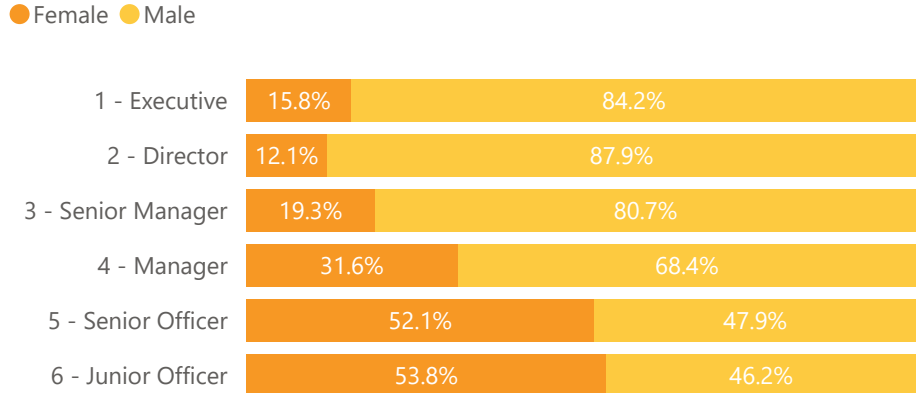
Promotions FY21  
51

Total Employees  
500

Job Level FY20 Promotion



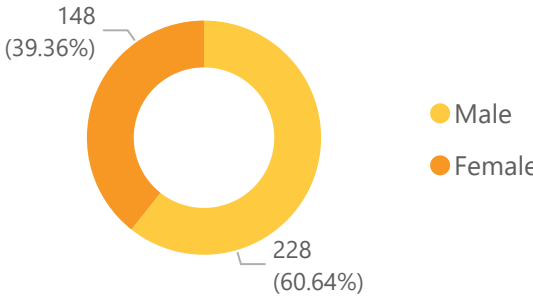
Job Level FY21 Promotion



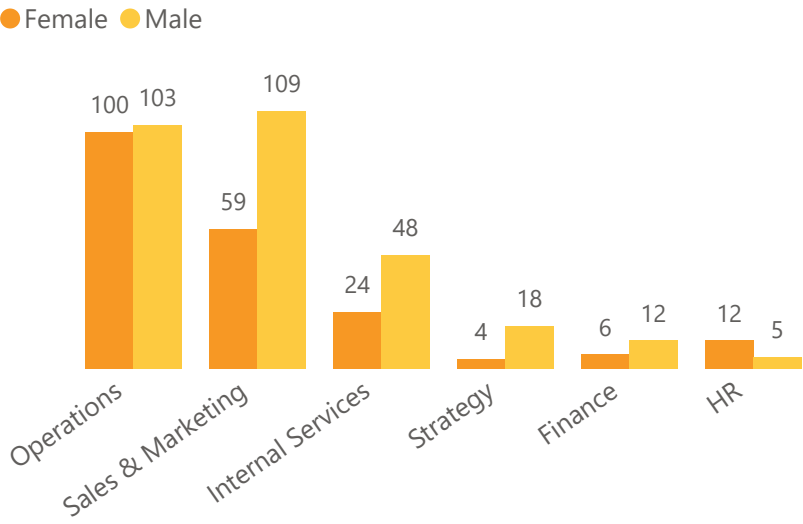
Promoted FY20



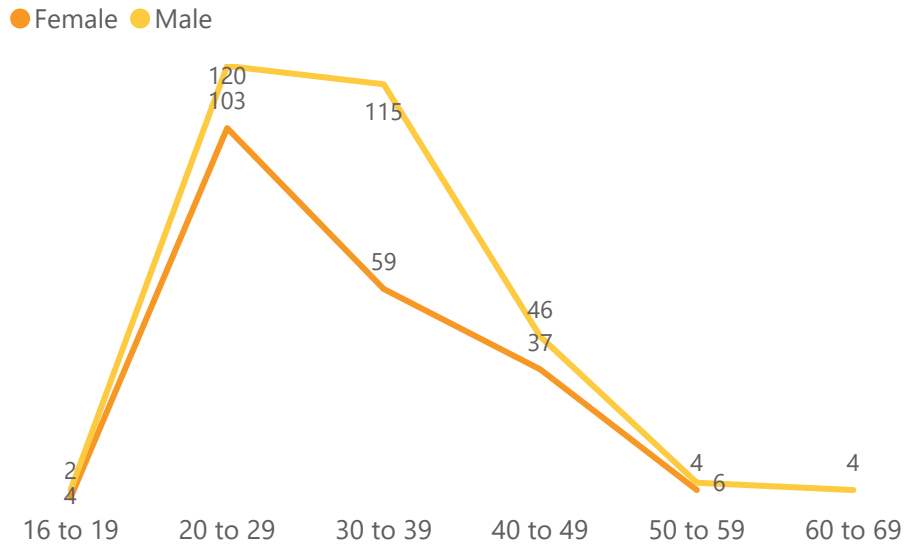
Base Promotion group FY21



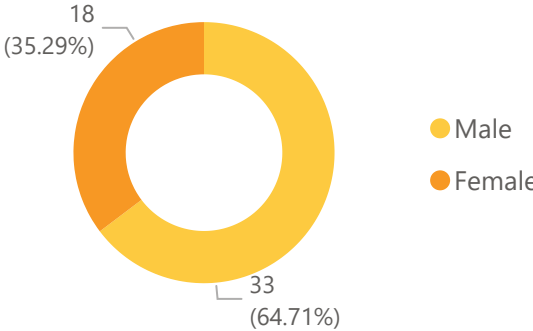
Employee count by Gender



Employee count by Age Group



Promoted FY21



# Hiring & Performance

Job Level

All

- Female
- Male

AVG Performance  
Rating FY19  
**2.57**

AVG Performance  
Rating FY20  
**2.41**

AVG Rating(F)  
**2.42**

AVG Rating(M)  
**2.41**

New Hires FY20

**41.00**

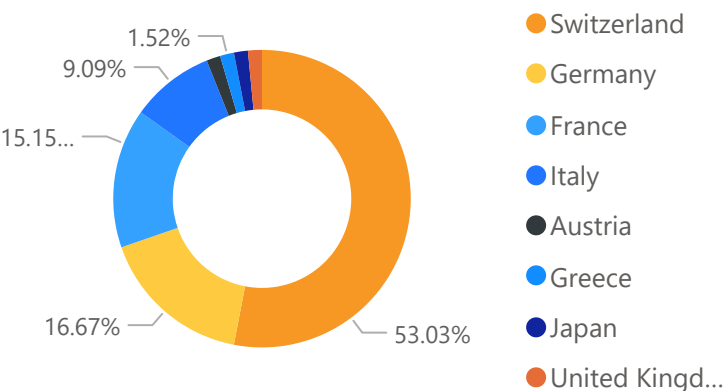
**59.00**

Hire female %

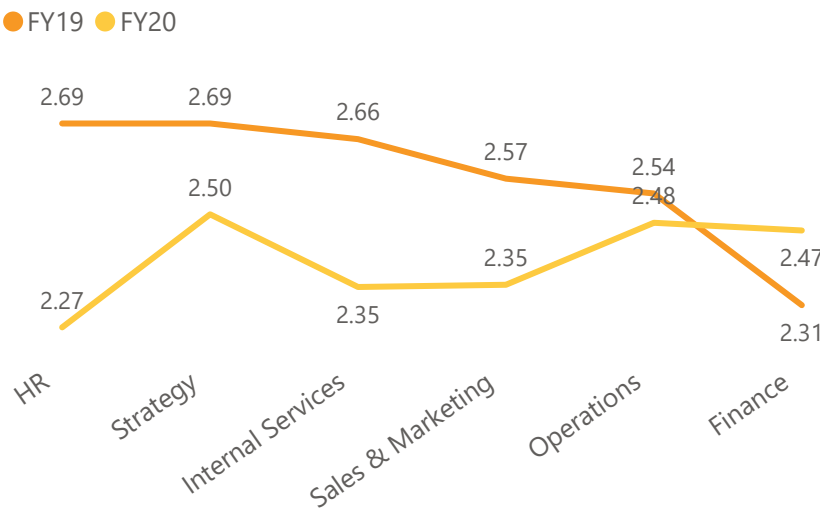
Hire male %

Hire Count  
FY20  
**66**

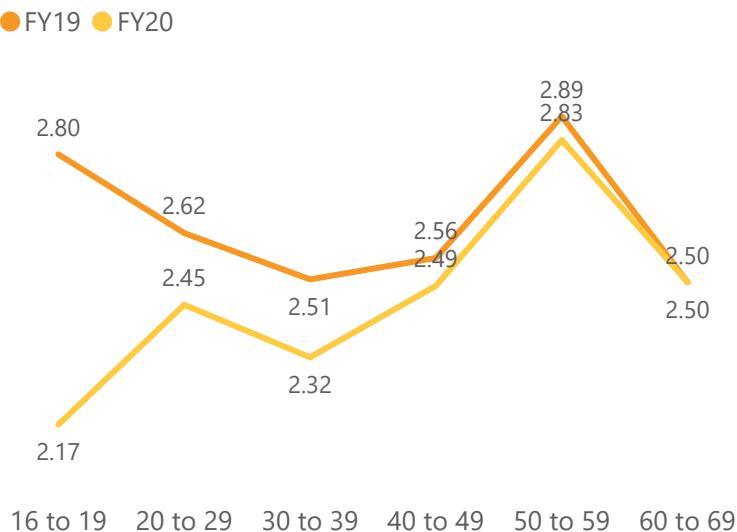
FY20 Hires by Nationality



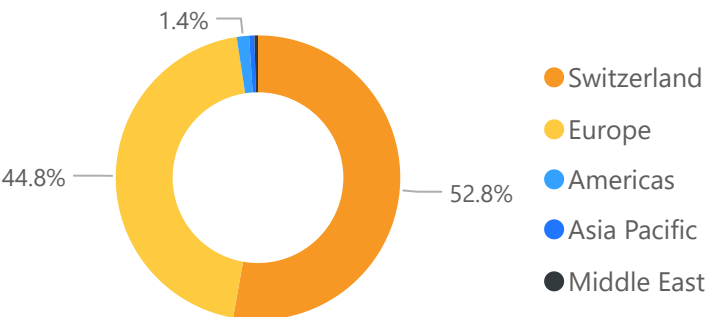
AVG Performance Rating FY19 & FY20



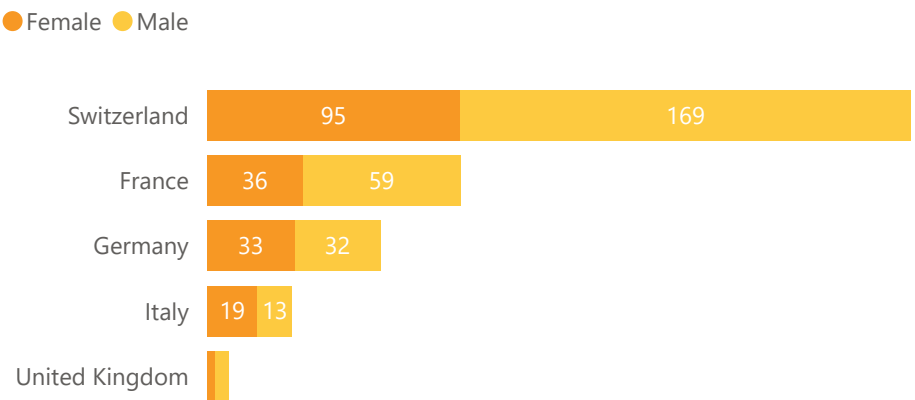
AVG Performance Rating FY19 & FY20



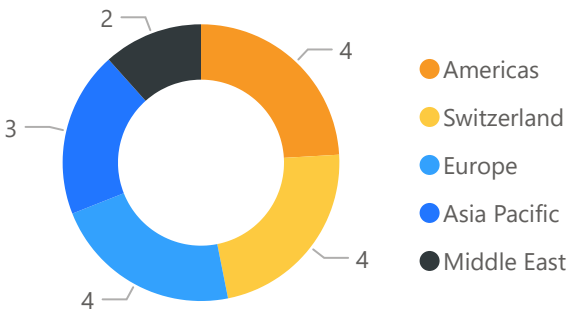
Employee count by Region



Employee count by Nationality



AVG Tenure by Region



# Turnover

Leaver Count

47

Female leaver

21

Male leaver

26

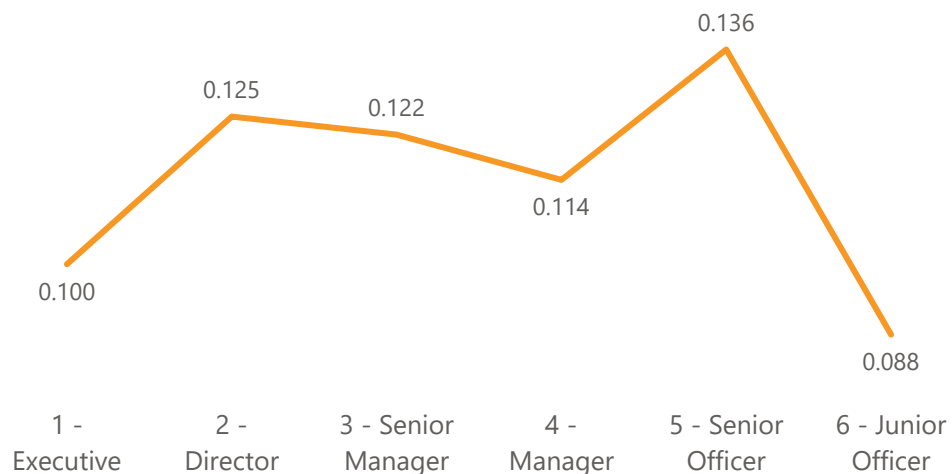
Turnover Rate

0.09

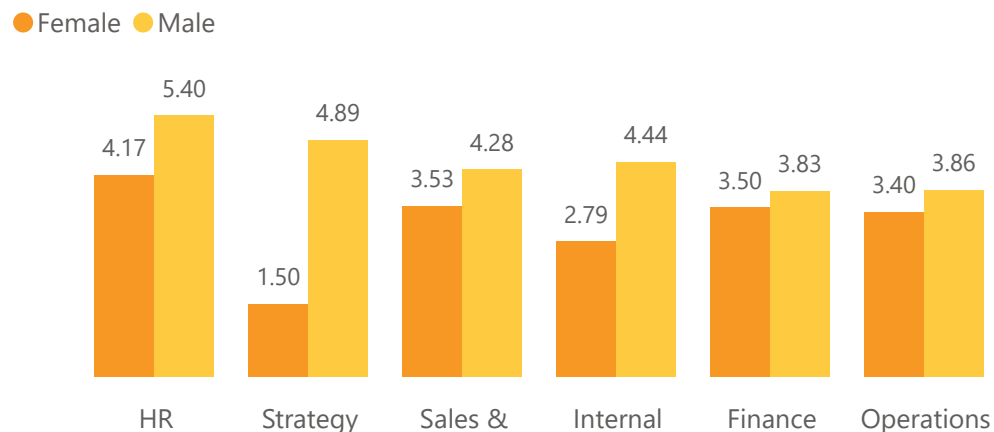
AVG Tenure Years

3.86

Turnover rate by Job Level before FY20 promotions



AVG Tenure

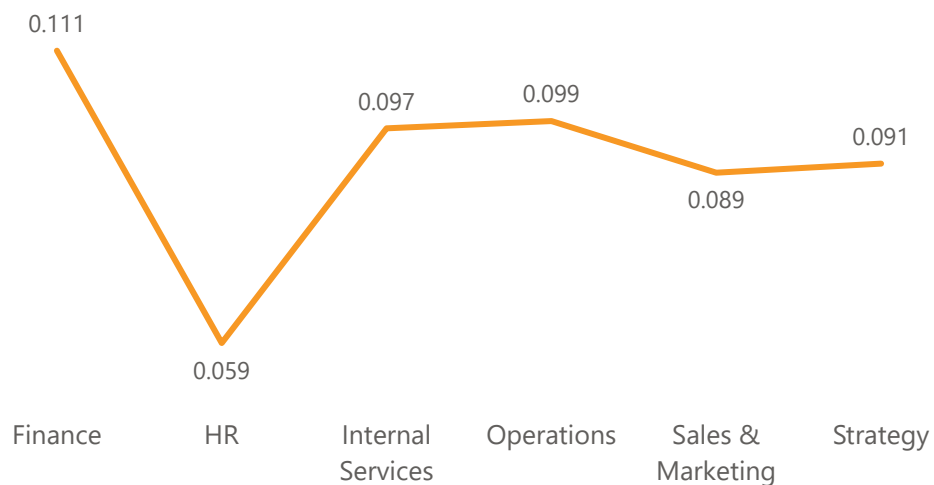


Female  
Male

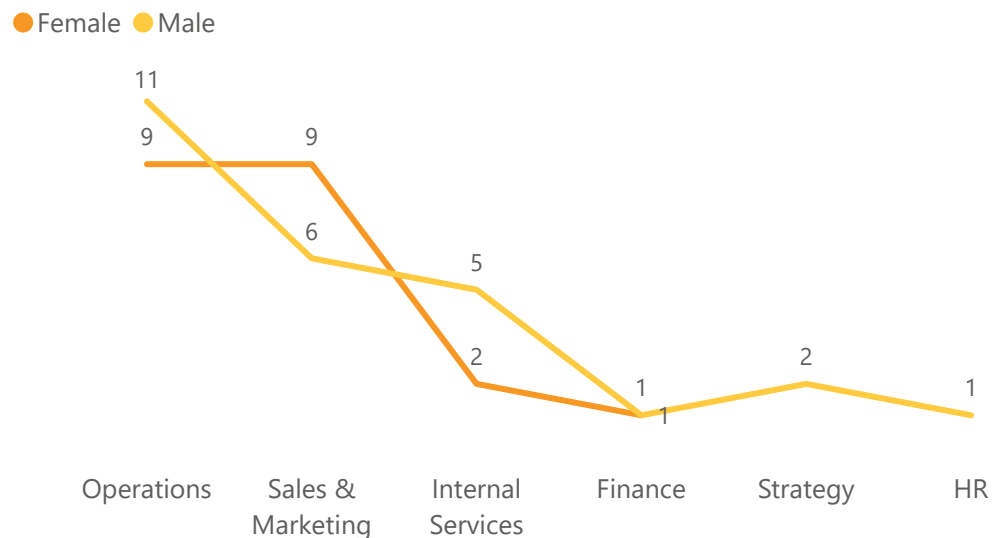
## Region

Americas  
Asia Pacific  
Europe  
Middle East  
Switzerland

Turnover rate by Department @01.07.2020



FY20 leaver count by Department



Employee % by Time Type



## Insights

### **\*Promotions and Job Levels\***

- FY20 Promotions: 8 females and 28 males were promoted.
- FY21 Promotions: 18 females and 33 males were promoted.
- Job Levels Post-Promotion:
  - Increase in Female Representation: Notable increases were seen in senior roles:
    - Executives: Increased from 12.5% to 15.8%.
    - Senior Managers: Increased from 17.9% to 19.3%.
    - Senior Officers: Increased from 46.7% to 52.1%.
  - Areas for Improvement: Despite these gains, female representation remains significantly lower in executive and director roles, highlighting a need for focused efforts to promote gender diversity in top leadership positions.

### **\*Root Causes of Slow Progress\***

1. Bias in Promotion Practices: Potential unconscious bias in promotion decisions may be hindering the progress of female employees to higher-level positions.
2. Lack of Mentorship and Sponsorship: Insufficient mentorship and sponsorship opportunities for women may be impacting their career growth and readiness for senior roles.
3. Work-Life Balance Challenges: Women may face greater challenges in balancing work and personal responsibilities, affecting their career progression.
4. Cultural Barriers: Organizational culture and norms might not be fully supportive of women in leadership, creating an environment that inadvertently favors male advancement.
5. Insufficient Development Programs: Lack of targeted leadership development programs for women could be limiting their preparation and confidence for taking on senior roles.

### **\*Recommendations for Improvement\***

- Promotion Policies: Review and enhance our promotion criteria and processes to ensure equal opportunities for all employees, particularly targeting the increase of female representation in executive and director roles.
- Mentorship and Sponsorship Programs: Implement and strengthen mentorship and sponsorship programs specifically aimed at supporting women's career growth and leadership development.
- Work-Life Balance Initiatives: Develop and promote initiatives that support better work-life balance, making it easier for women to advance their careers.
- Cultural Change: Foster an inclusive organizational culture that actively supports and promotes diversity in leadership through training and awareness programs.
- Leadership Development: Introduce targeted leadership development programs to prepare and empower more women for senior roles.

I look forward to discussing these insights and recommendations further. Your feedback and any additional observations would be greatly appreciated.

Best regards,

Chirag