

Diversity & Inclusion



Department

All

Job Level

All

Age group

All

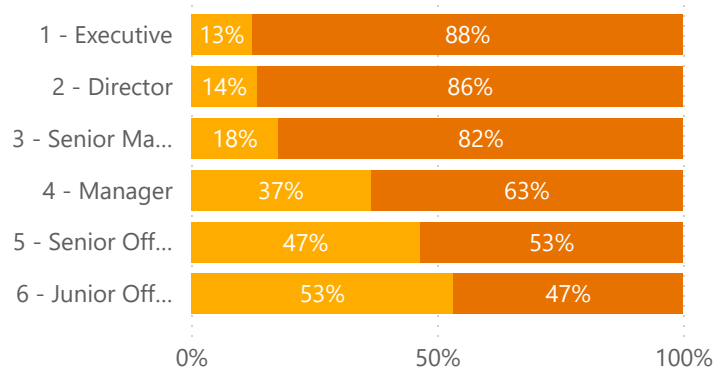
Region Group

All



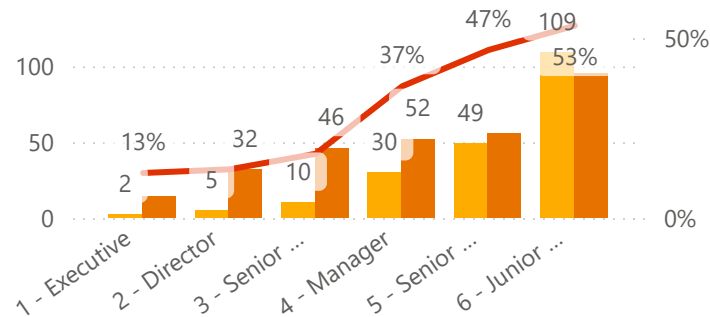
KP1 - Hiring

Gender ● Female ● Male



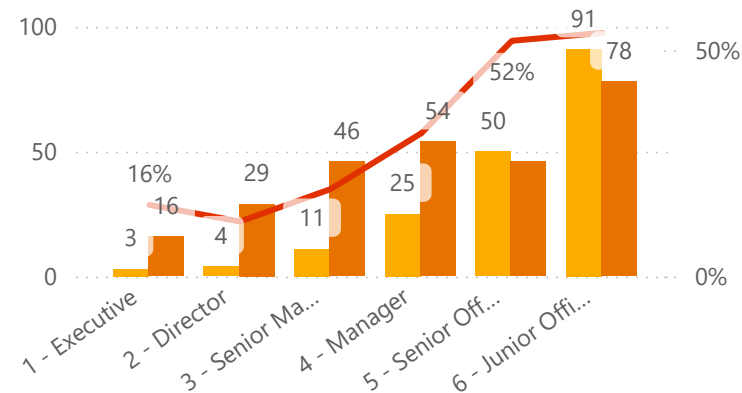
41% of Hires were female
59% of Hires were Male

Gender ● Female ● Male ● % Female

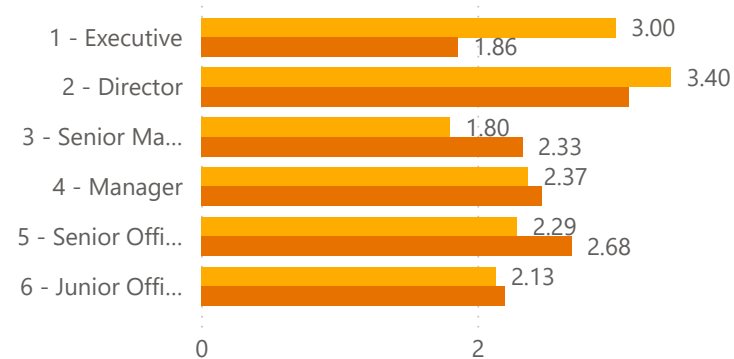


KP2 - Promotions (this year)

Gender ● Female ● Male ● % Female Promoters



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

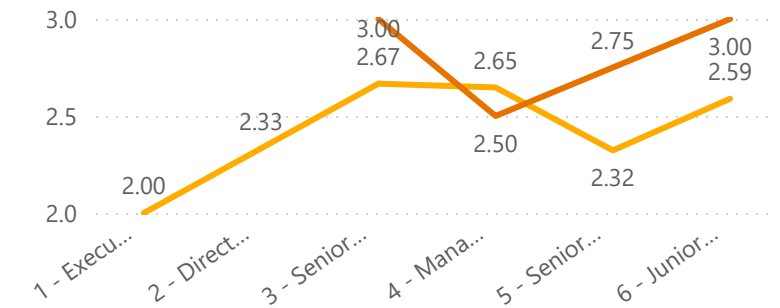


Gender ● Female ● Male

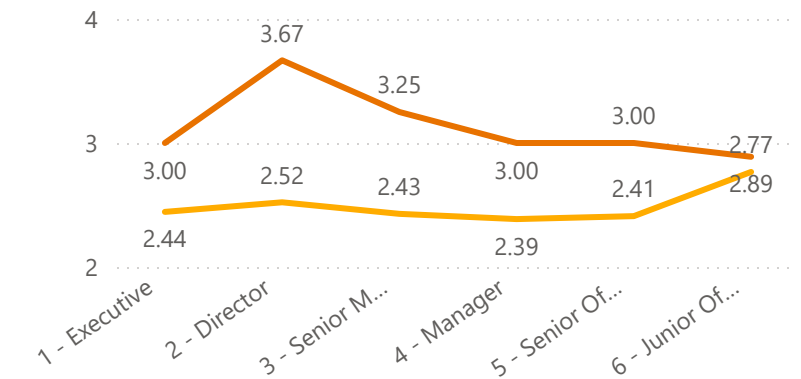


KP3- Turnover Rate (FY20 leavers)

FY20 leaver? ● No ● Yes



FY20 leaver? ● No ● Yes



Department



All



Job Level



All



Age group



All



Region Group

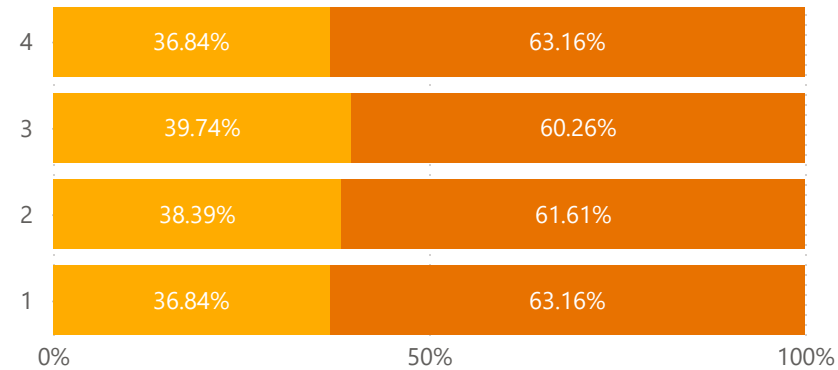


All



KP 4 - Performance Rating

Gender ● Female ● Male



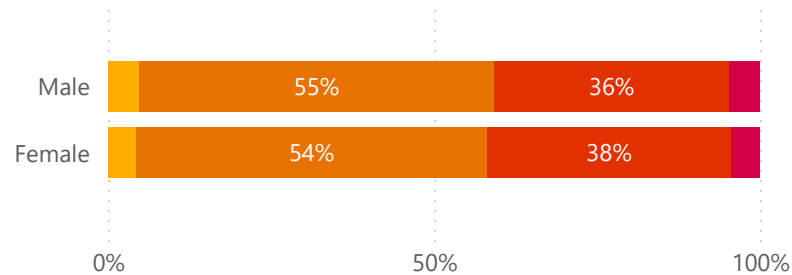
2.42

#Avg Rating Women

2.41

Avg Rating Men

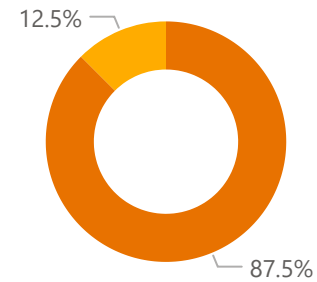
FY20 Performa... ● 1 ● 2 ● 3 ● 4



KP 5 - Executive Gender Balance

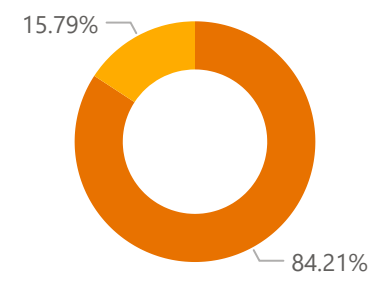
Executive Split (FY20)

Gender ● Male ● Female



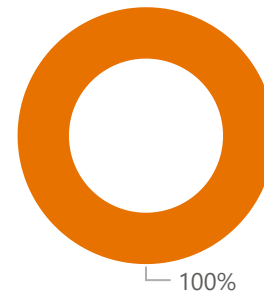
Executive Split (FY21)

Gender ● Male ● Female



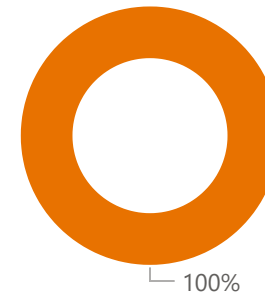
Executive Hires (FY20)

Gender ● Male



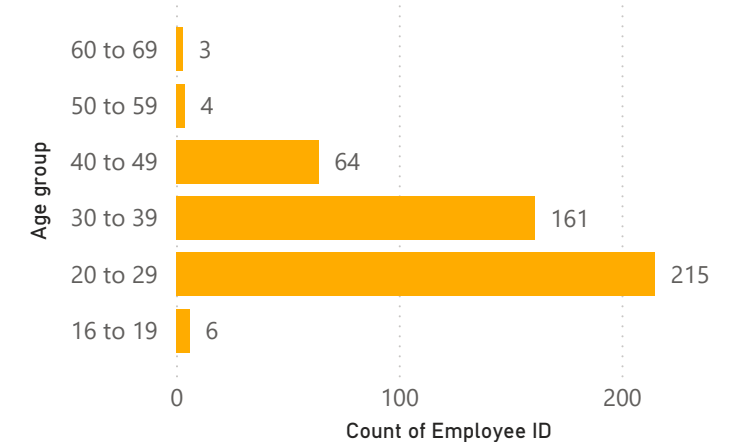
Promotion to Executive (FY20)

Gender ● Male

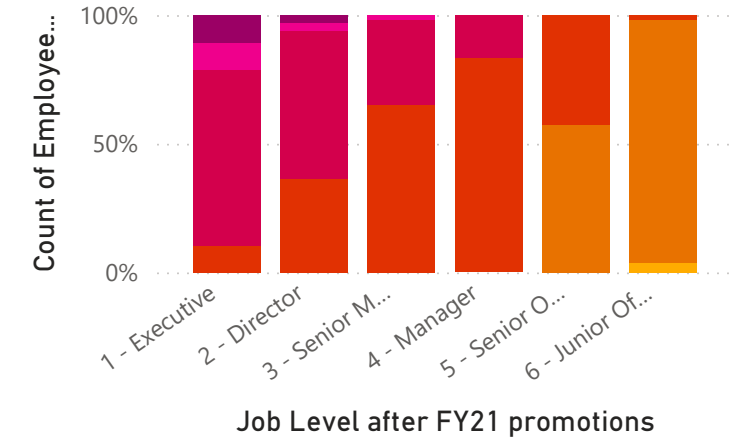


KPI 6 - Age Group

Employees By Age Group (End FY20)



Age group ● 16 to 19 ● 20 to 29 ● 30 to 39



Diversity & Inclusion



500

Total Employee



295

male



205

Female



47

#Leaver



87

Promoted FY20

Department

All

Age group

All

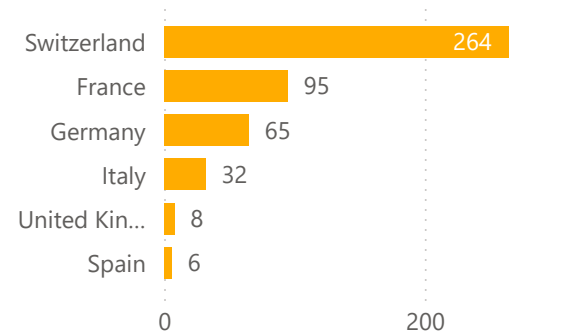
Job Level

All

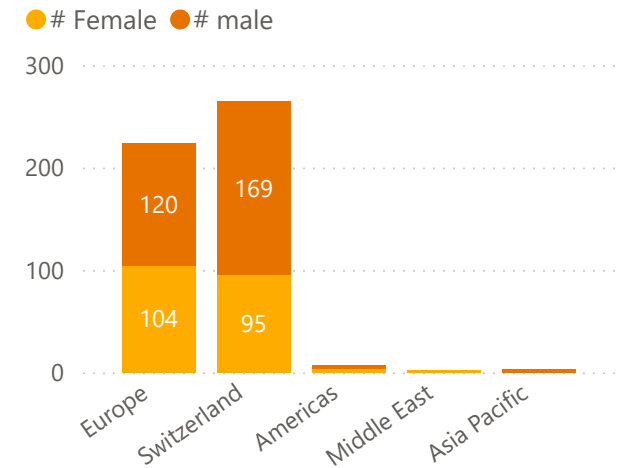
Region Group

All

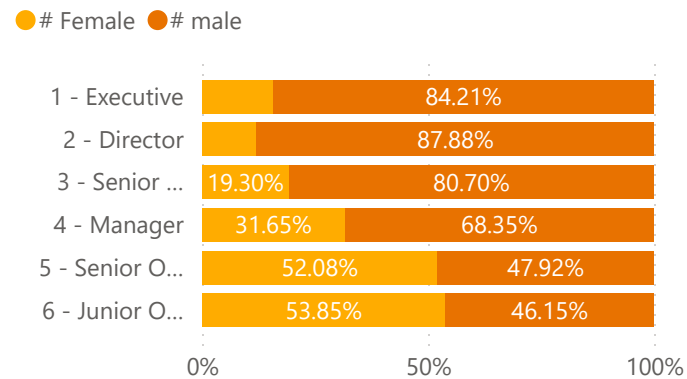
Nationality of Employees



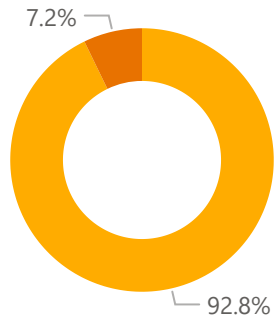
Regional Diversity



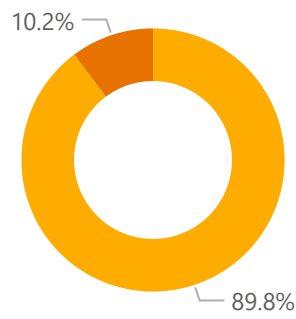
Job Diversity



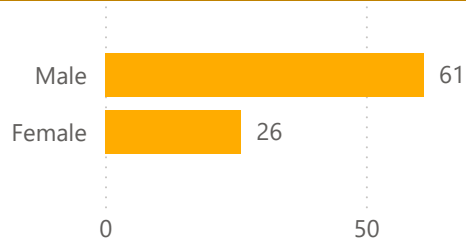
Promotion in FY20



Promotion in FY21



Total Promotion by Gender



Employee Turn Over Rate

9.40%

Gender ● Female ● Male

