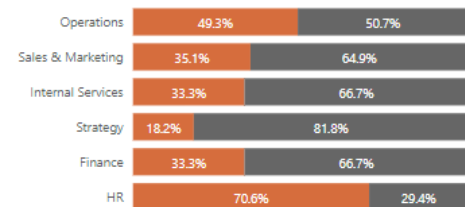


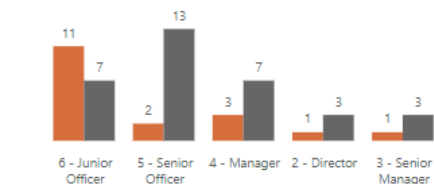
Gender by Department

Gender ● Female ● Male



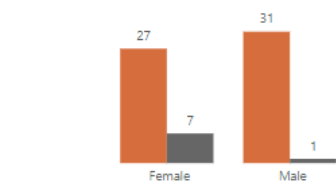
Promotion by Job Level (FY21)

Gender ● Female ● Male



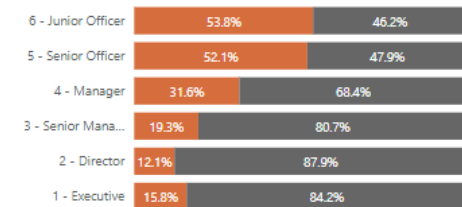
New Hire by Gender

Time type ● Full Time ● Part Time

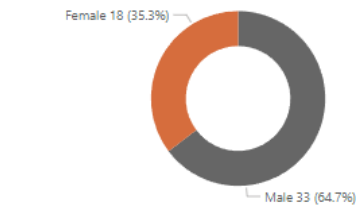


Gender by Job Level

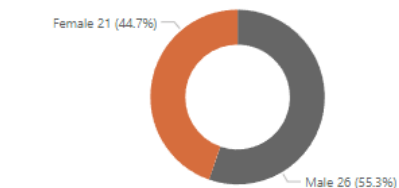
Gender ● Female ● Male



Promotion by Gender (FY21)

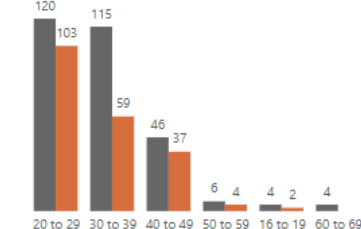


Turnover by Gender

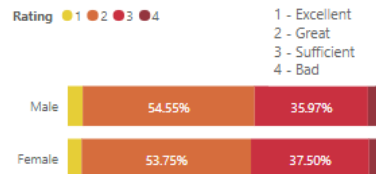


Gender by Age group

● Male ● Female



Performance Rating by Gender (FY20)



Recommendations

- Hire more females in male-dominated departments:** Conduct targeted recruitment campaigns to attract female candidates to the Strategy, Finance, Internal Services, and Sales & Marketing departments.
- Provide more support for female employees in their 40s:** Develop initiatives such as flexible work arrangements, career development opportunities, and mentoring programs to support and retain female employees in this age group.
- Promote females to higher job levels:** Implement a formal career progression framework that includes transparent criteria for promotions and advancement. Provide leadership training programs specifically targeted at developing the skills and competencies of female employees.

Key findings and insights:

- Departmental Imbalance:** Certain departments, such as Strategy, Sales & Marketing, and Finance, have a lower representation of women, accounting for less than 35% of the total employees. This indicates a need for increased diversity efforts in these departments to achieve a more balanced workforce.
- Drop in Female-Male Ratio in Age Group 30-39:** There is a noticeable decline in the female-male ratio within the age group of 30-39. To address this, the company should focus on hiring more women in this particular age range to maintain a diverse and inclusive workforce.
- High Turnover Rate for Female Employees in their 40s:** There is a significant turnover rate among female employees in their 40s. It is essential for the company to investigate the underlying reasons and provide appropriate support to retain female employees in this age group.
- Performance Rating Parity:** There is no apparent difference in performance ratings between male and female employees. However, it is observed that males are more likely to be promoted. To address this disparity, the company should prioritize promoting more females, especially in higher job levels such as Senior Manager, Director, or Executive positions.