



# Human Resources Dashboard

290

Total Employees

100%

Retention Rate

29%

Women

71%

Men

36.08

Avq. Aqe

50%

Marital Flaq

\$18.19

Avq. Pav Rate

5.60

Avq. Years together

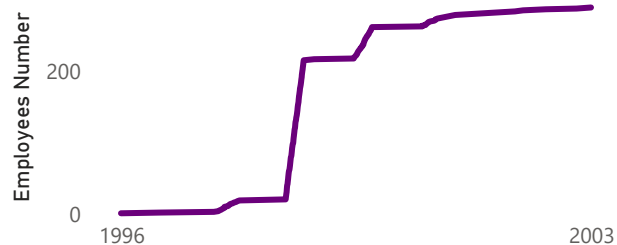
51

Avq. Holiday Leave Hrs

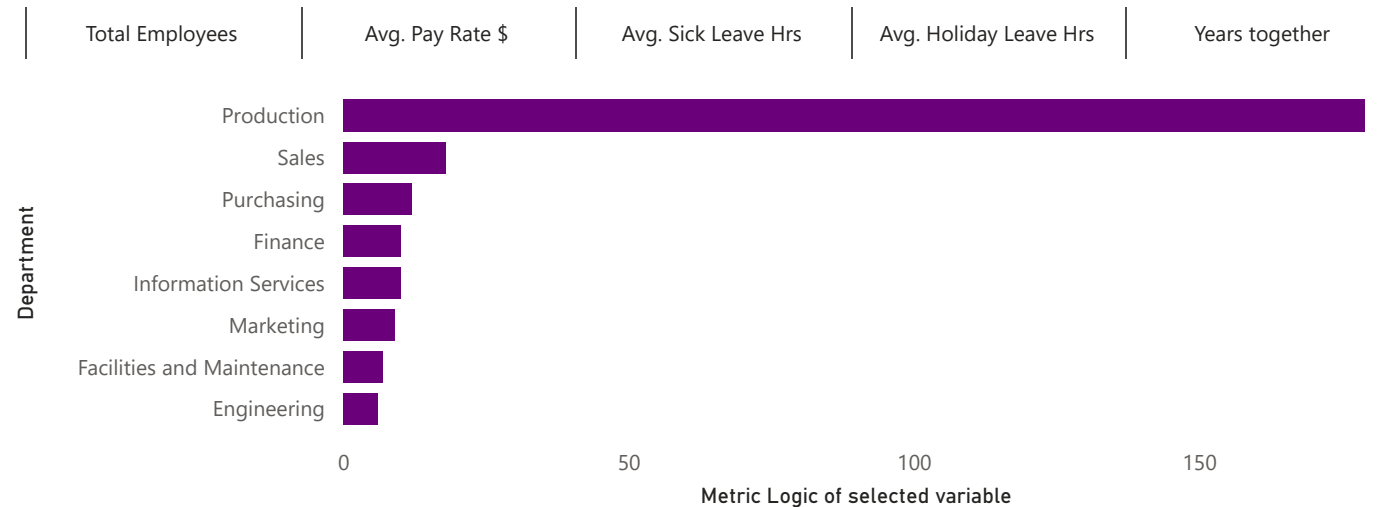
45

Avq. Sick Leave Hrs

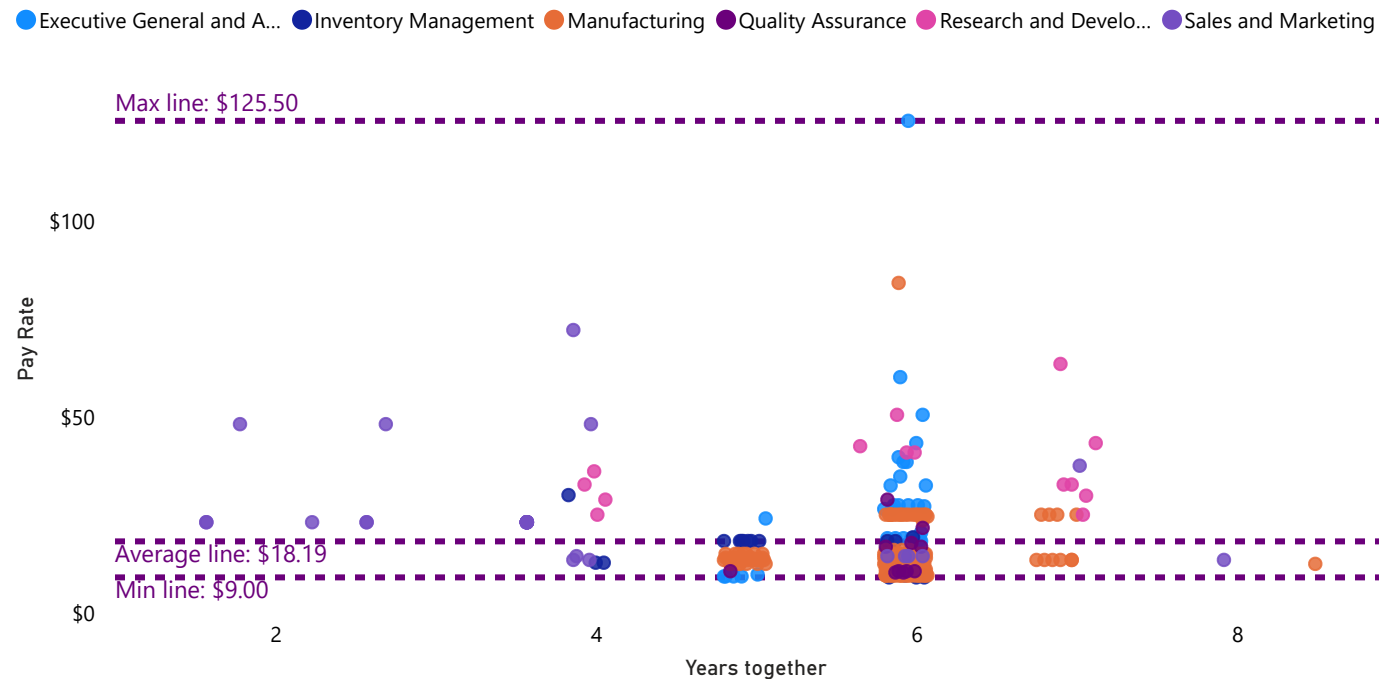
## Team Growth



## Departments overview



## Team scatter by pay rate, experience and group



Group

All

Department

All

Position

All

Shift Type

All

Salaried Flag

All

Gender

All

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# Human Resources Dashboard Overview

Opportunity: improve the company's work environment

## Gender diversity

Over the last 8 years, our Team grew to 290 Employees. But **only 29% of the Team are women**.

### Recommendations to wider gender diversity:

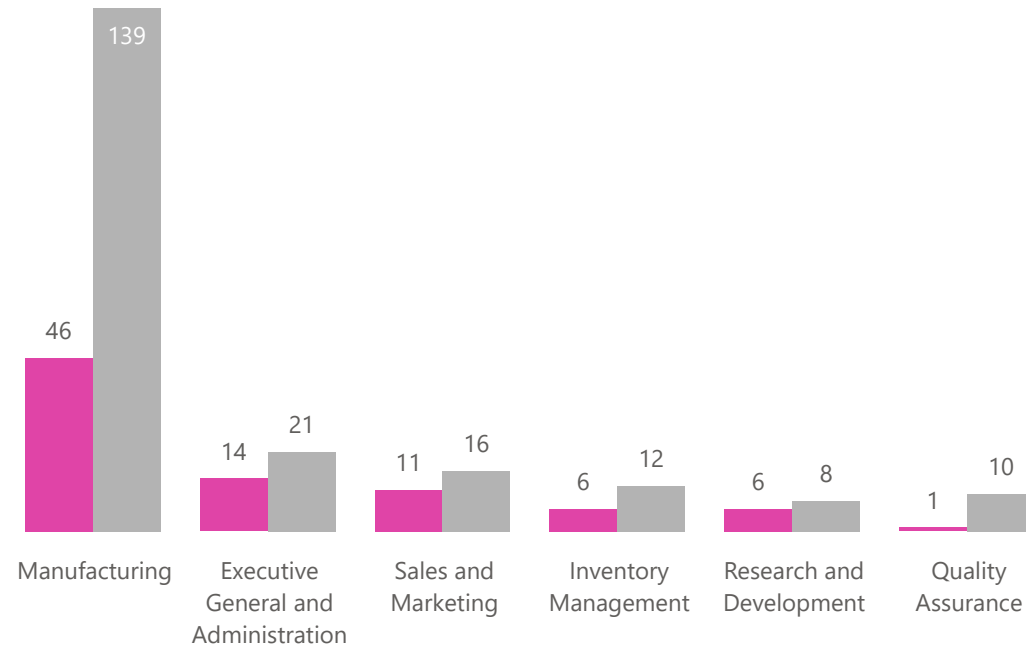
Regular Diversity and Inclusion Assessments (survey)

Inclusive Recruitment Practices (reviewing existing employment processes)

Establish Clear Policies (recruitment, promotions, and overall workplace behavior)

## Total women and men by group

● Women ● Men



## Vacation Leave

Huge **differences in available average holiday hours per employee** are noticed among departments.

### Recommendations to lower vacation leave average:

Encourage Planned Time Off (holidays annual calendar)

Create a Culture of Work-Life Balance (managers & leaders as positive example)

Regularly Communicate Policies and Benefits (specific departments especially)

## Average vacation hours by group, department

