

# Diversity & Inclusion

Department

All

Job Level

All

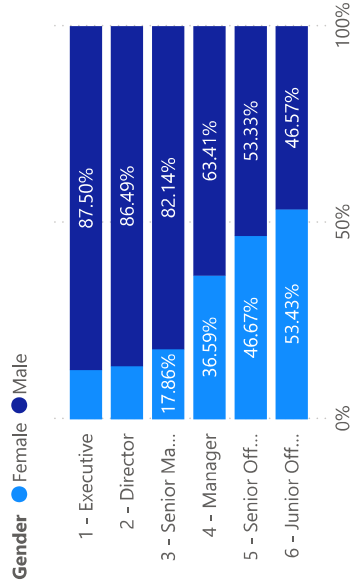
Age group

All

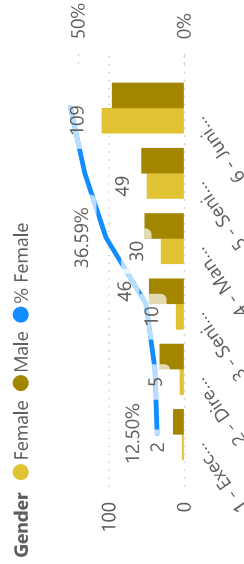
Region group

All

## KP1 - Hiring

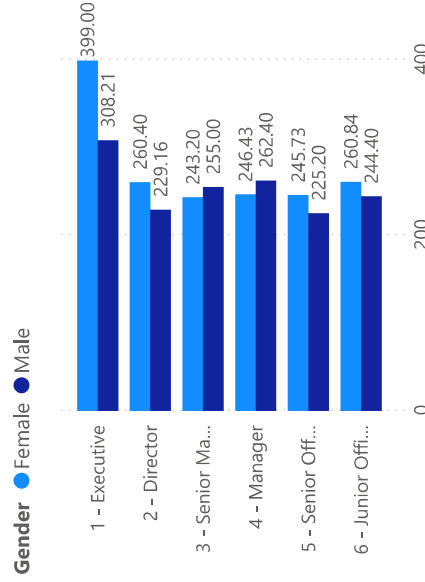
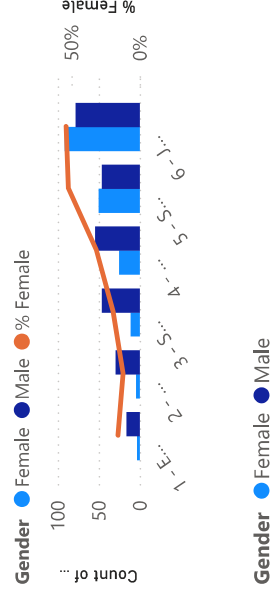


41.00% of hires were female of hires were male

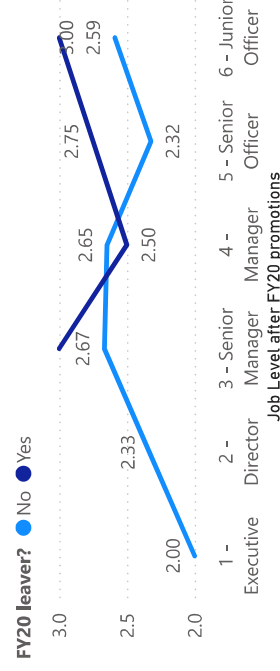


## KP2 - Promotions(this

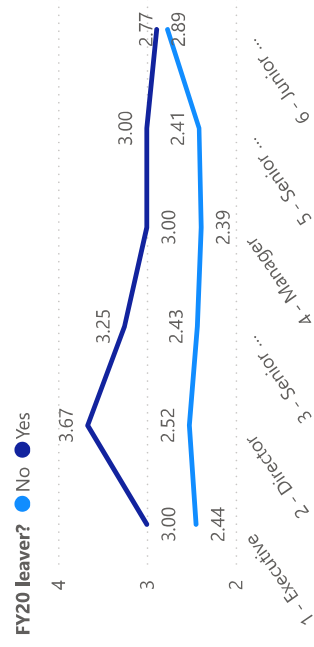
Count of Employee ID and % Female by Job Level after FY21 promotions and Gender



## KP3 - Turnover Rate (FY20 leavers)



Average of FY19 Performance Rating by Job Level after FY20 promotions and FY20 leaver?



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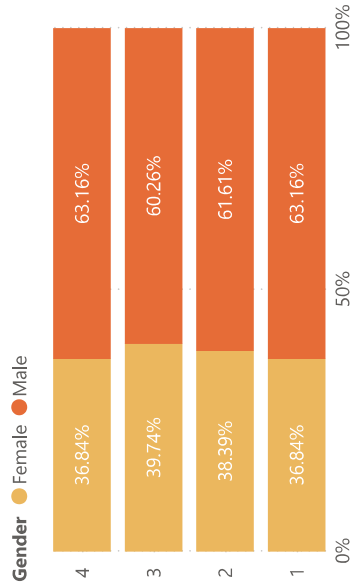
Age group

All

Region group

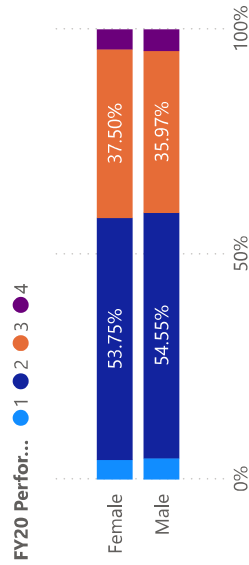
All

KP4 - Performance Rating



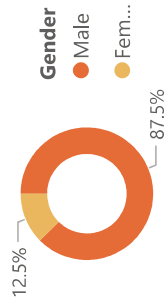
2.41 # Avg Men Rating

2.42 # Avg women Rating

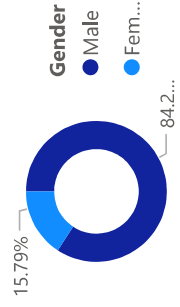


KP5 - Executive Gender Balance

Executive Split (FY20)



Executive Split (FY21)



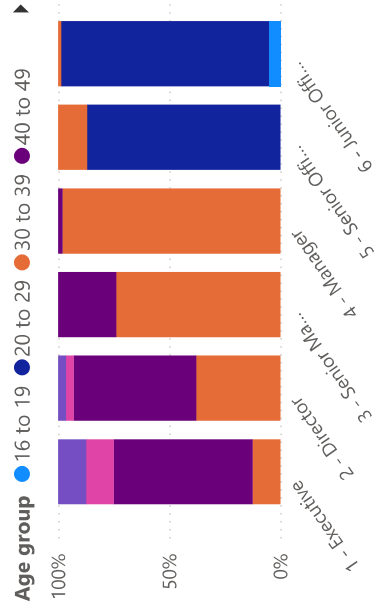
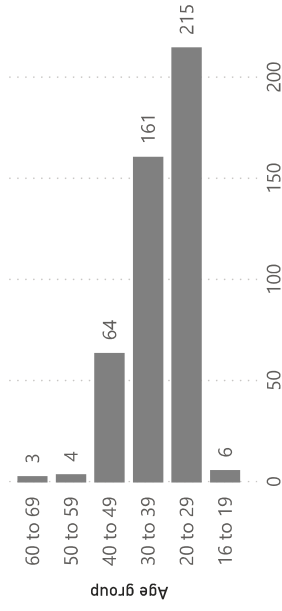
Executive Hires (FY20)



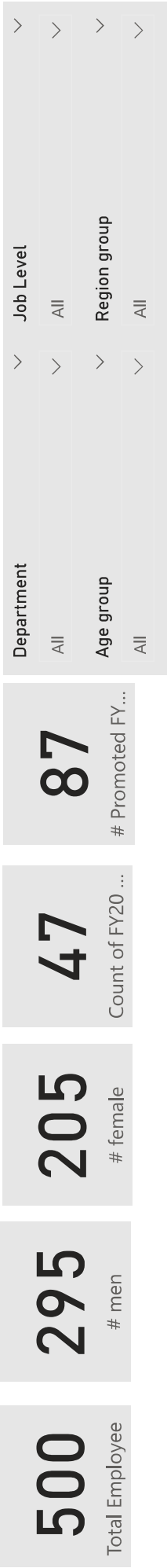
Promotion to Executive (FY20)



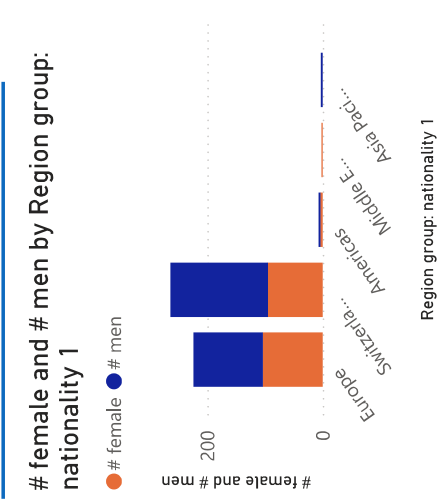
KP6 - Age Groups



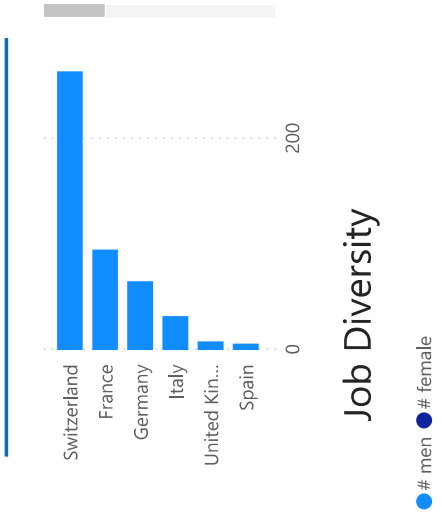
500	Total Employee
295	# men
205	# female
47	Count of FY20 ...
87	# Promoted FY ...
Department	
All	
Age group	
All	
Region group	
All	
Job Level	
All	



Region	# female	# men
Europe	110	100
Switzerland	100	100
Americas	100	100
Middle E...	10	10
Asia Paci...	10	10



Country	# men	# female
Switzerland	180	170
France	100	90
Germany	80	70
Italy	50	40
United Kingdom	20	10
Spain	10	5

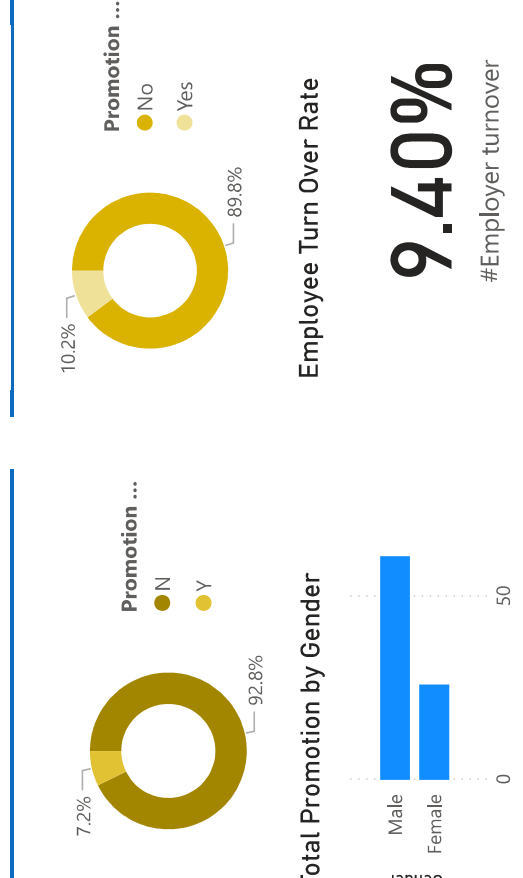


**Total Promotion by Gender**

Gender	Promotion
Male	45
Female	15

**Promotion ...**

Gender	No (N)	Yes (Y)
Male	92.8%	7.2%
Female	89.8%	10.2%



**Job Diversity**

**Gender** ● # men ● # female

**Region group: nationality 1**

**Count of Empl...**

**Age group**

**United Kin... Spain**

**# female and #**

**Europe Switzerland Americas Middle E... Asia Paci...**

**1 - Executive**

**2 - Director**

**3 - Senior O...**

**5 - Senior O...**

**4 - Manager**

**6 - Junior O...**

**0% 50% 100%**

**20 29 30 39 40 49 50 59 60 69**

**103 120 115 59 37 46 4 2 4**

**0 100 200**

**0 200**

