

500

Employees Total

205

of Women

295

of Men

11,26%

% of employee promoted FY21

27,72%

% of women promoted FY21

17,29%

% of men promoted FY21

Gender Diversity Dashboard

Turnover Panel

Main Indicators

Hiring process - Women seems to be hired around 3% more than men. Unfortunately, their turnover rate is around 2% higher than men's also. The HR team seems to be doing a great job recruiting a diverse team, but is also important to work on employee retention. Those numbers could be improved, of course, but it doesn't indicate any severe disparity between genders.

Internal Management - The company has a bigger number of male employees than female employees, but not by a long shot. It is also very fortunate that almost 30% of women were promoted during the last fiscal year capture (FY21), while only 17% of men got a promotion. This, however, does not tell the full story. Although women are being promoted, most of them still work in junior or senior officer roles. It is still rare to find enough women in executive, management or leadership roles. Along FYs 20 and 21, women occupied only one fifth of senior management roles and around 20% of director and executive roles. On average, a woman on a directorship role takes almost one year more than a man to reach an executive role.

Contract Type - Of the 35 employees (7% of total workforce) working as part-time, only 1 of them is a male. We should rethink our recruiting criteria and maybe bring those women to a full time position if they agreed to it.

Performance - In general, both genders have similar performance ratings. However, female employees showed, on average, an incredible performance rating at senior management roles and directorship roles, both with an upwards trend considering FYs 19 and 20.

Conclusion - HR is doing a great job at recruiting a diverse team. We should **keep recruiting rate among genders, work on keeping female employees at the company, and provide incentives for more women** at senior management, director and executive roles.

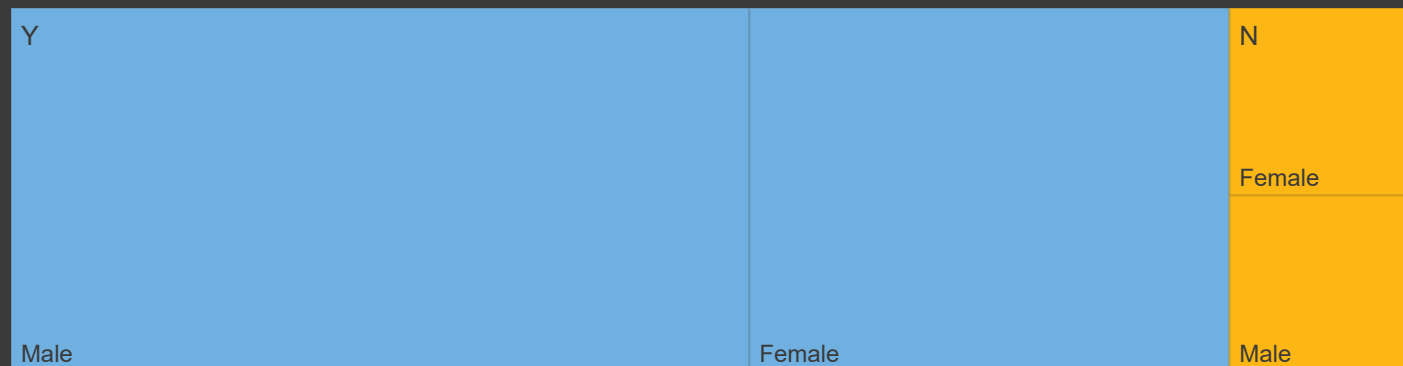
Gender Diversity Panel

9,40%
Turnover Rate

31,97
Age Average

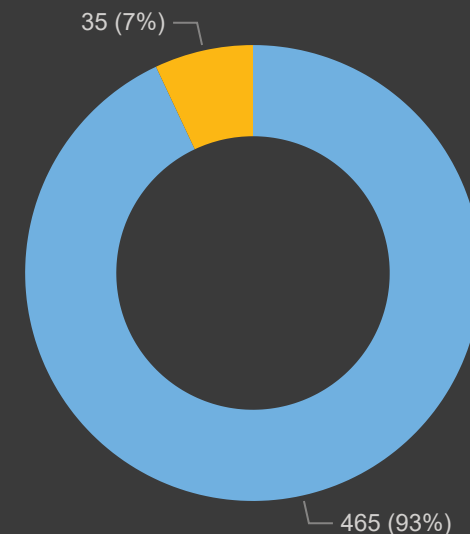
6 - Junior
Officer
Job Level with Most Leavers

Employees in Base Group for Turnover in FY20

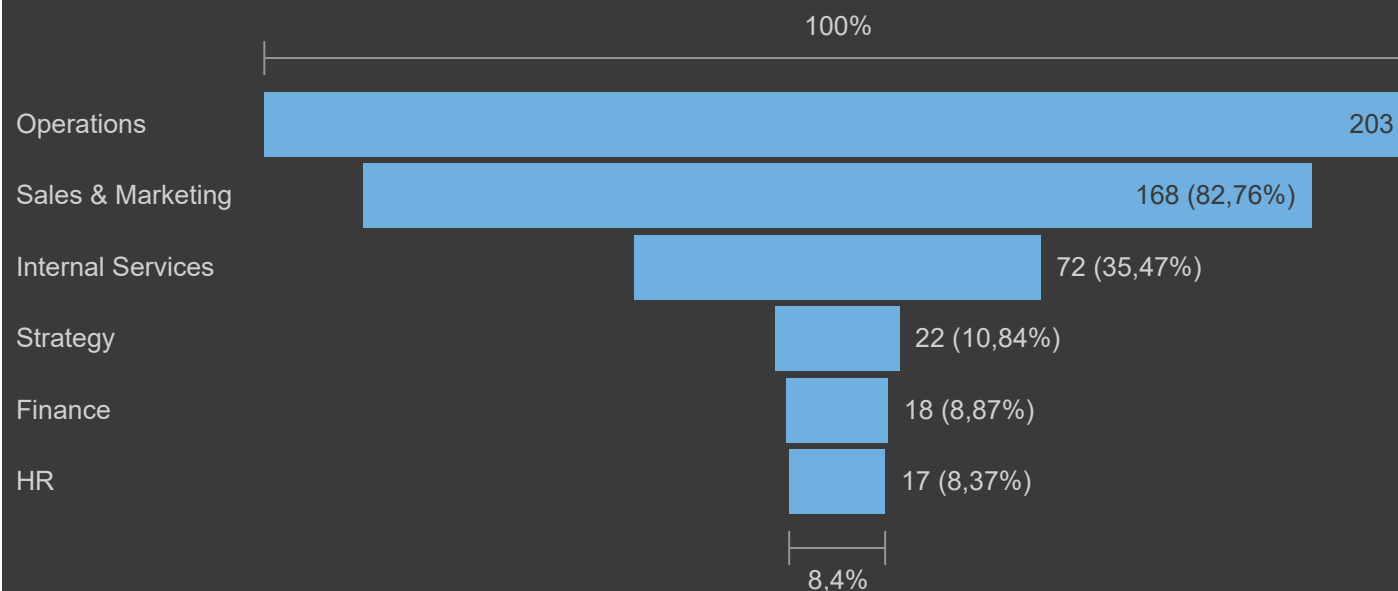


Employees Total by Time type

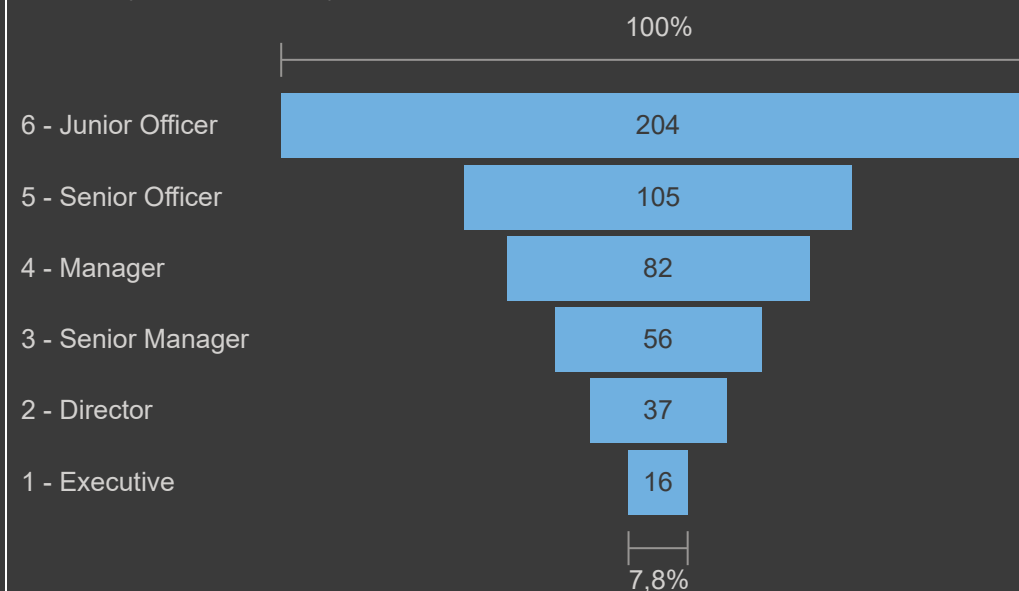
Time type ● Full Time ● Part Time



Employees Total by Last Department in FY20



Employees Total by Job Level after FY20 promotions



295
of Men
205
of Women

Employees in base group for promotion in FY21

Yes

Male

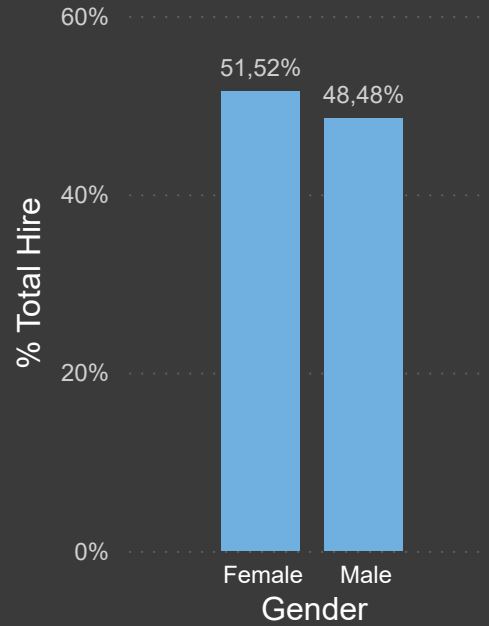
Female

No

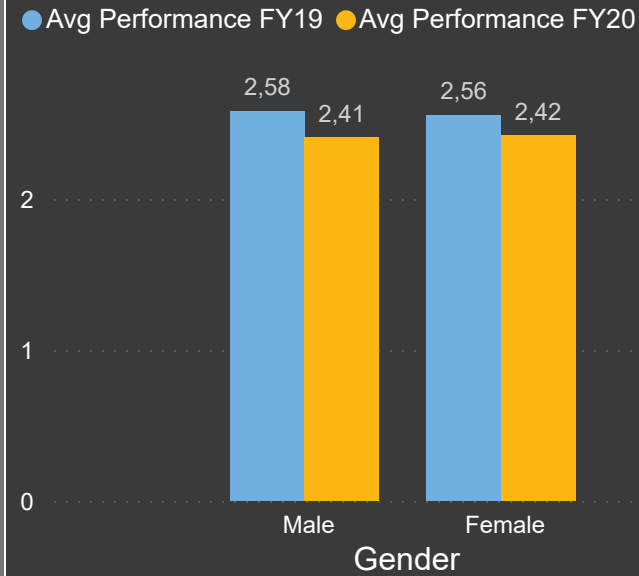
Male

Female

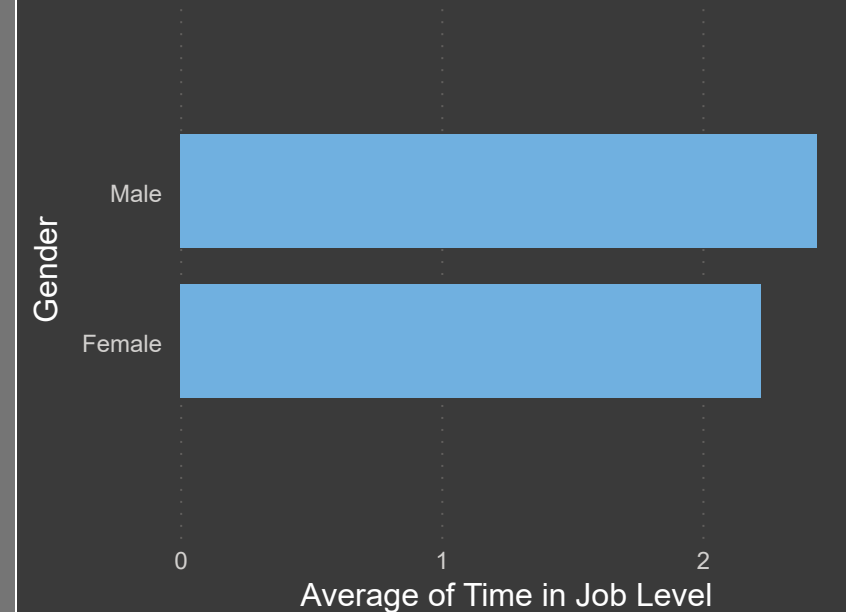
% Total Hire by Gender



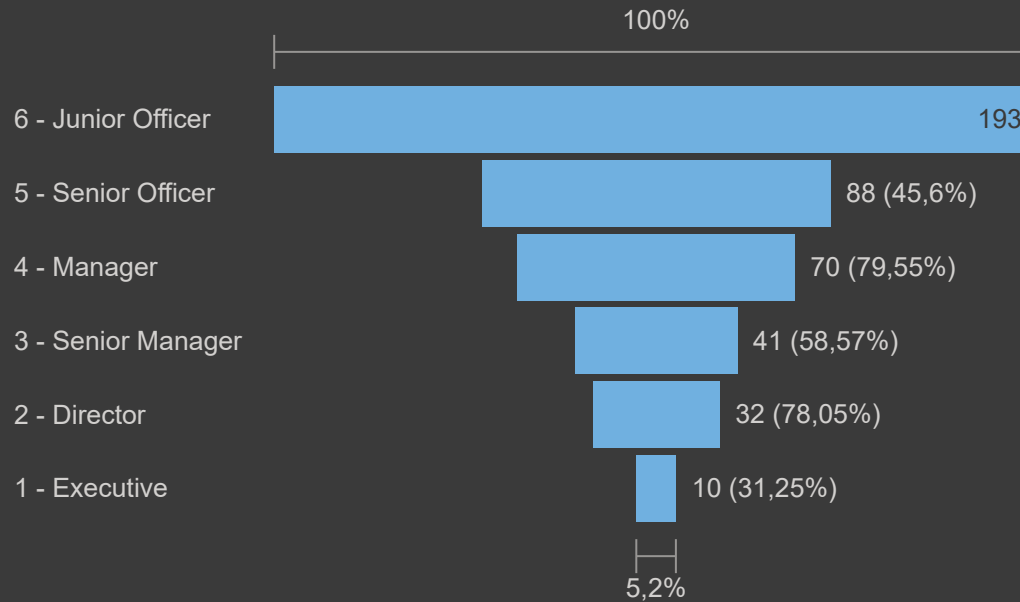
Average Performance Rating among Genders for FYs 19-20



Average of Time in Job Level by Gender



Employees by Job Level FY20 (Before Promotions)



Employees by Job Level FY21 (After Promotions)

