

Pharma Group AG

Diversity and Inclusive Dashboard

Key Performance Indicator



- Significant difference by gender in hiring at senior position.
- Male Employees are given higher priority to promotions at senior level irrespective of their time served in previous role.
- Avg. Performance Rating for both male and female is almost equal while male employees with high performance rating often leave the company.
- The above point could be more clarified by providing some benefits to high rated employees.

Headcount Summary



- Headcount Information
- Contract
- Nationality

Inclusion and Diversity



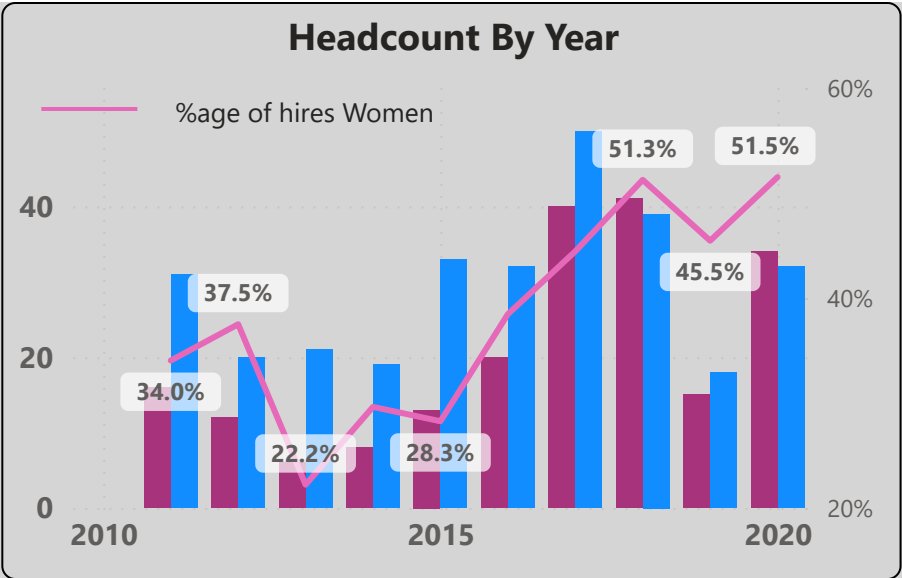
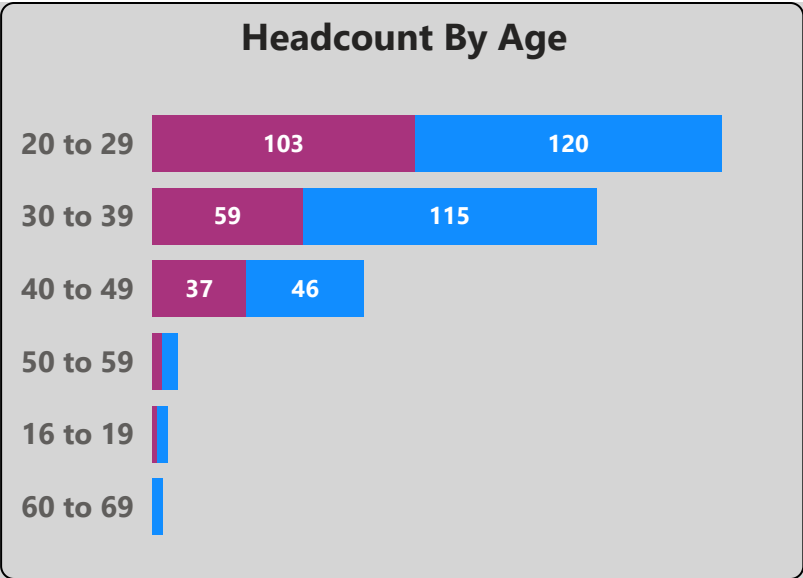
- Turnover Rate
- Performance Rating
- Promotions

Headcount

500

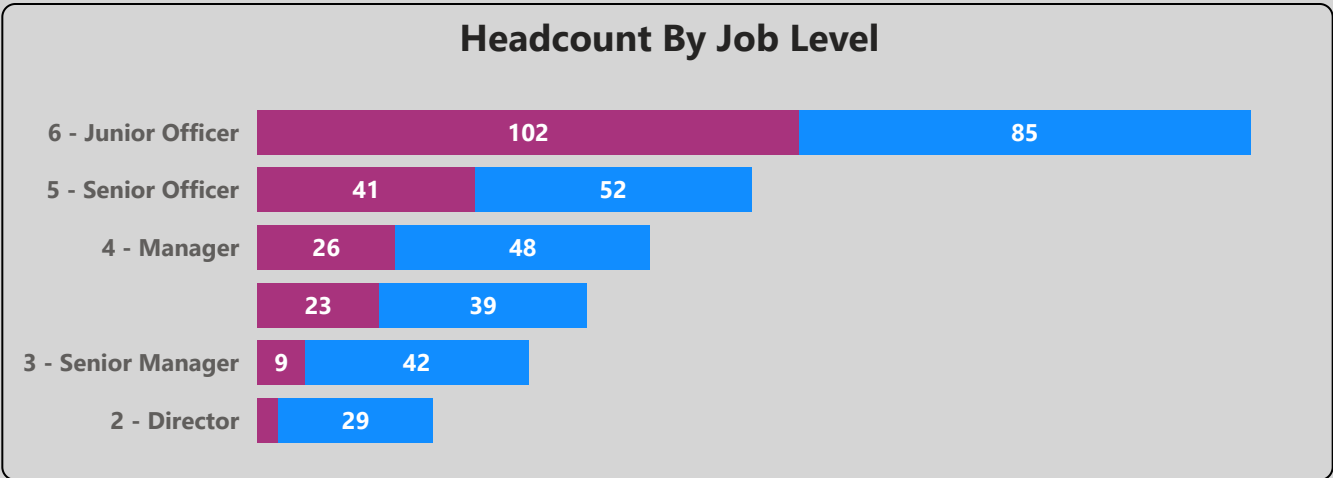
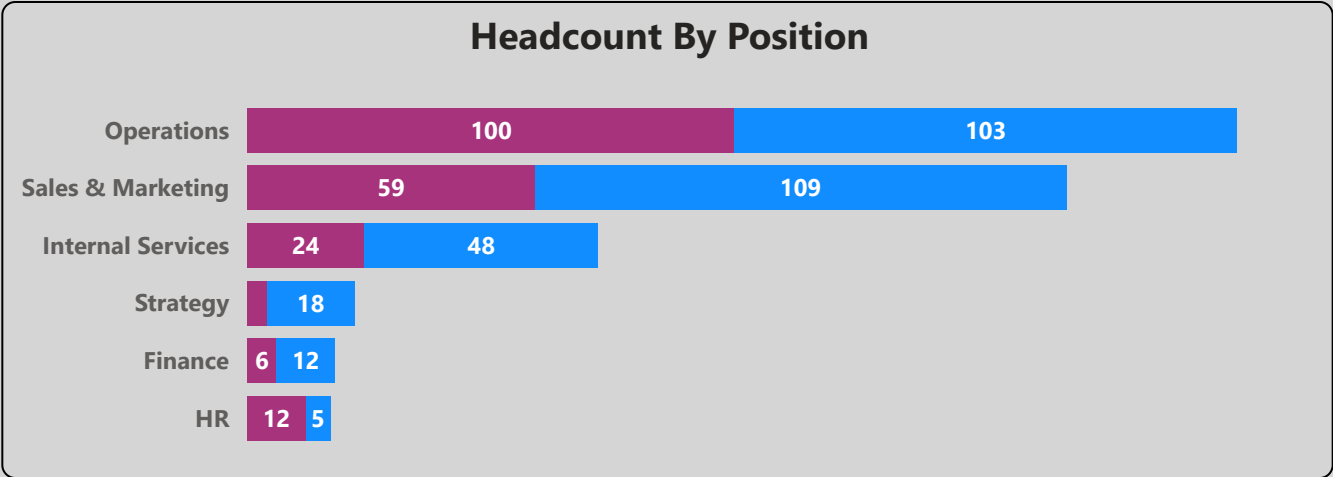
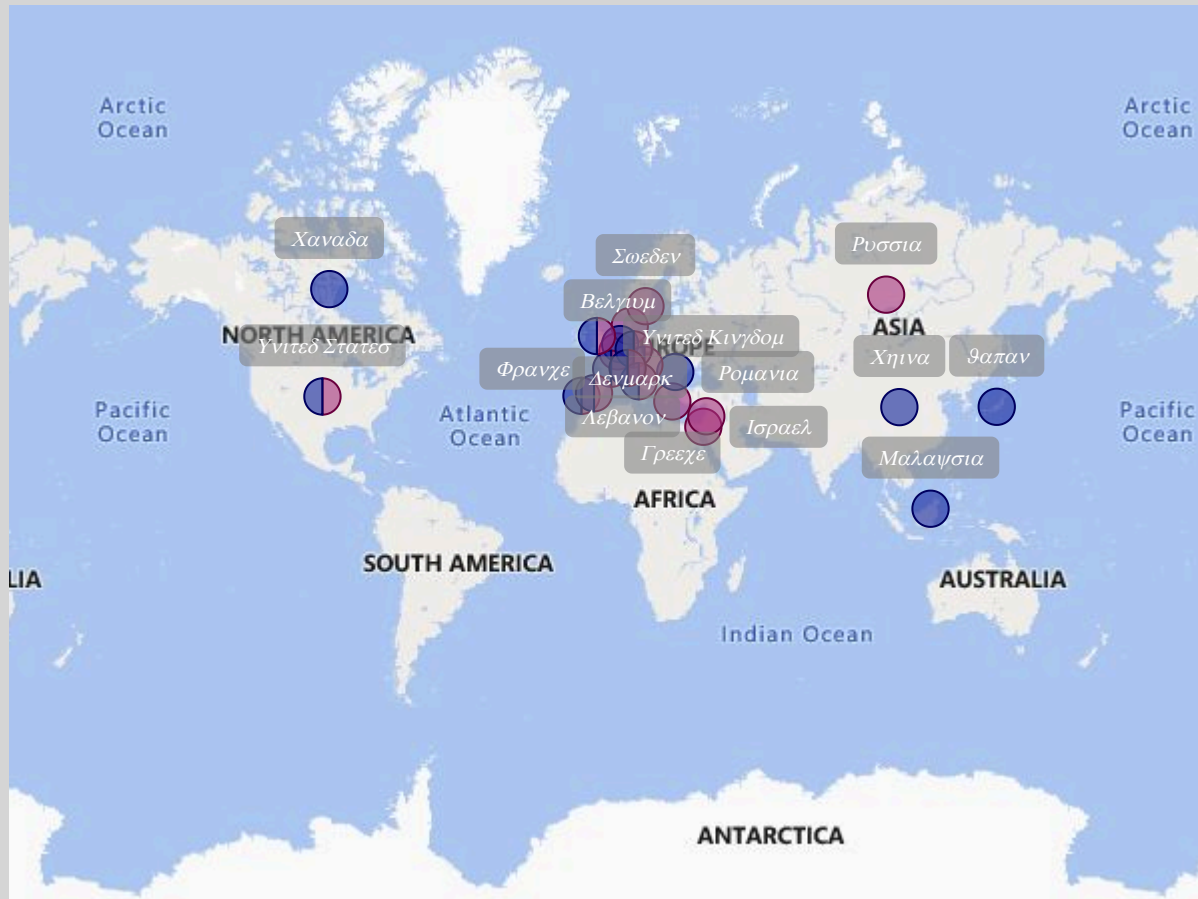
295
Male

205
Female



Headcount

59.0%



FY 19 Performance

2.58
Men

2.56
Women



FY 20 Performance

2.41
Men

2.42
Women



Contract

All

Department

All

Job Level

All

Nationality

All

KPI

52%
New Hire Women

48%
New Hire Men

22%
Women Promoted

78%
Men Promoted

5%
Male Leavers

4%
Women Leavers

