



# Pharma Group AG

Diversity & Inclusion

Overview

Hiring

Promotion

Performance & Turnover

Total Employee

500

Women

205



Men

295



New Hires

66



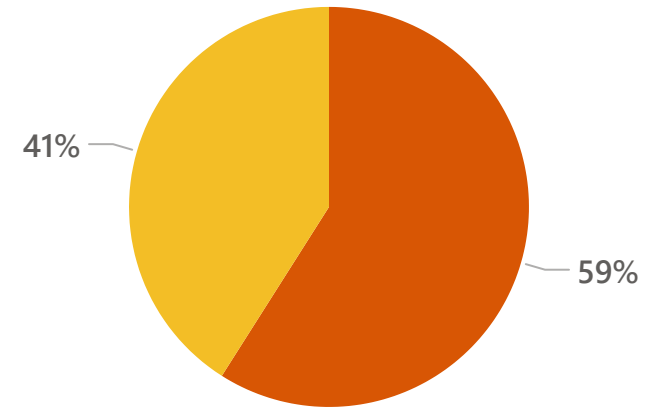
Leavers

47

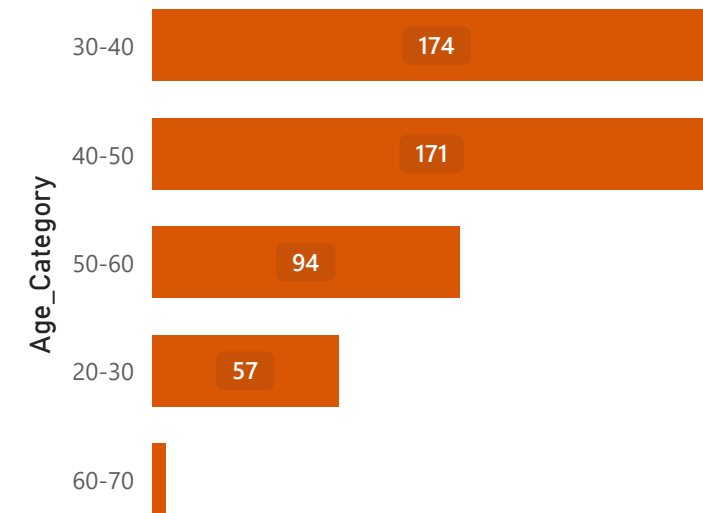


Employee by Gender

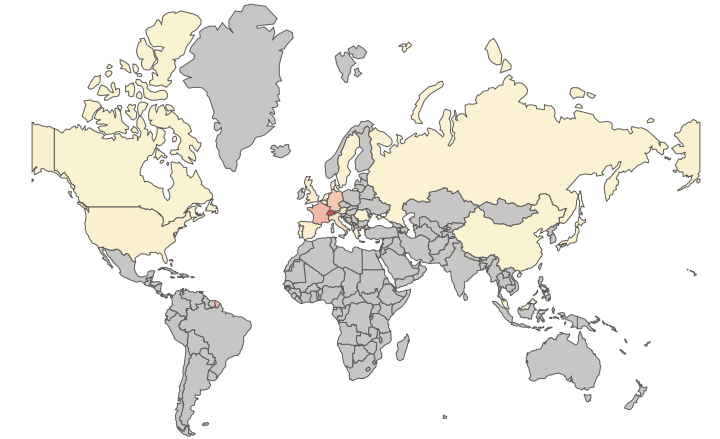
Male Female



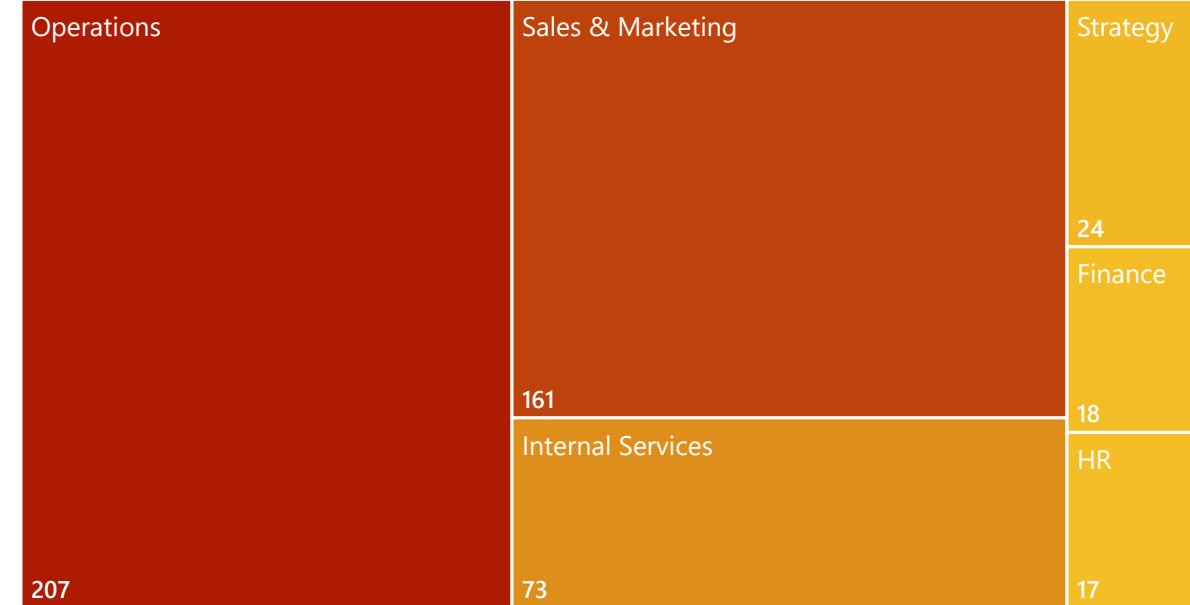
Employee by Age group



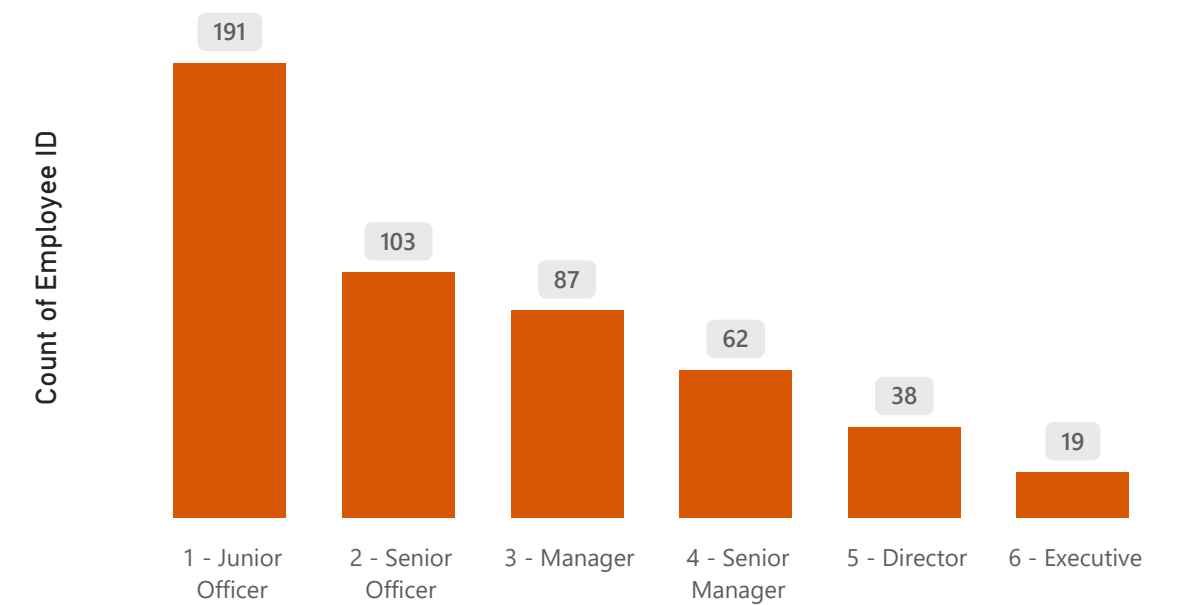
Employee Count by Nationality 1



Employee by Department



Employee by Grade (Job Level)





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## New Hires

66



## Women

34

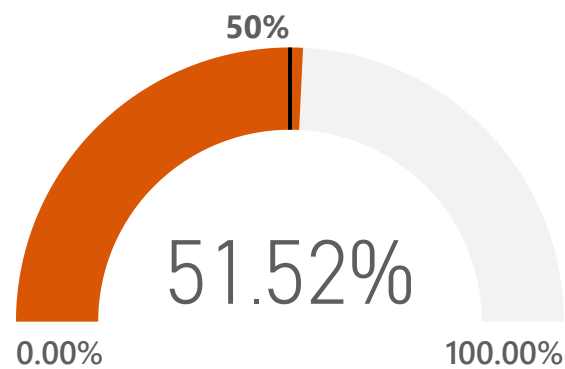


## Men

32



## Target hire balance



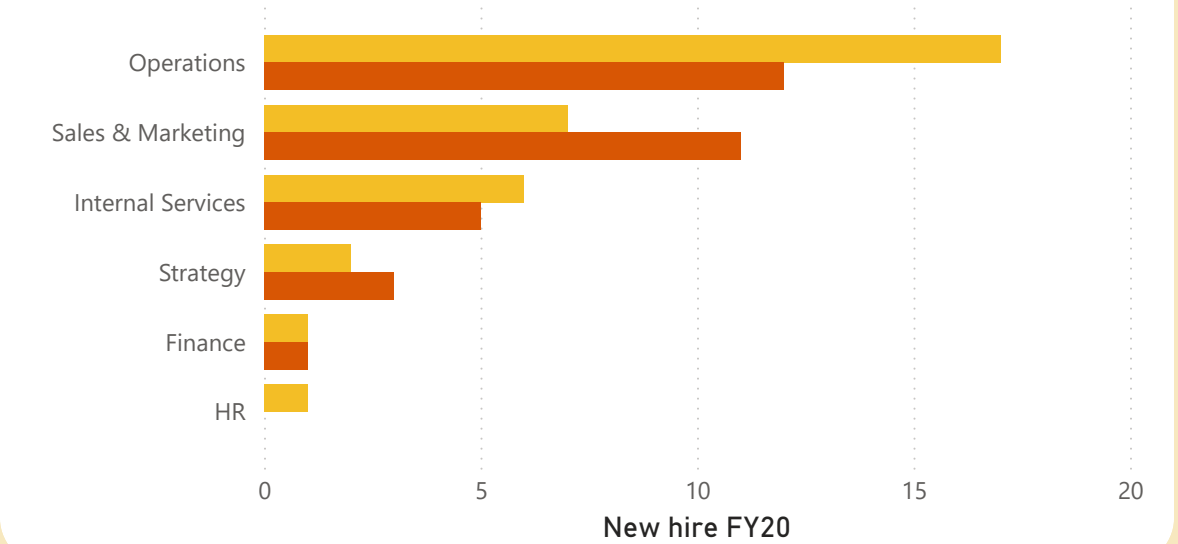
## Hired Employee by Gender

Female Male



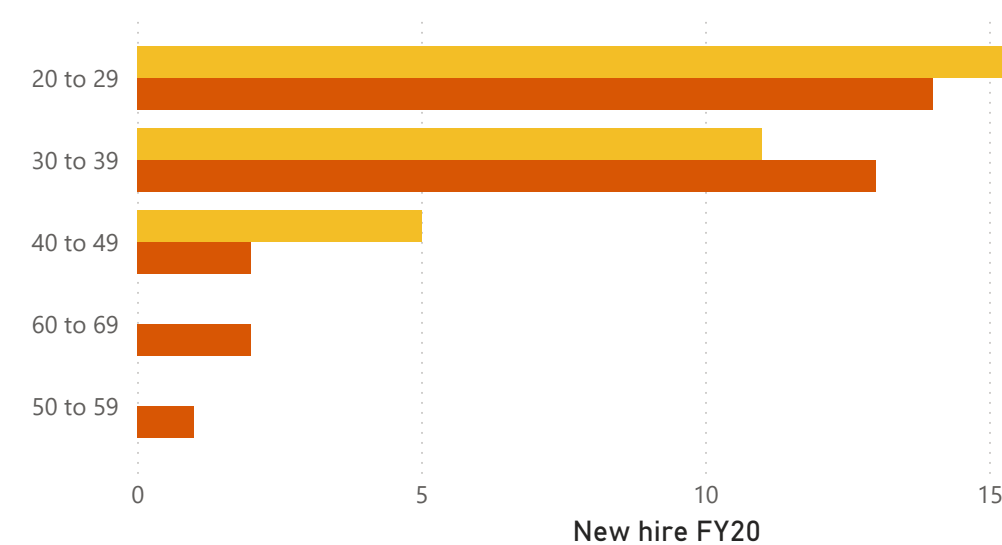
## Hired Employee by Department

Gender Female Male



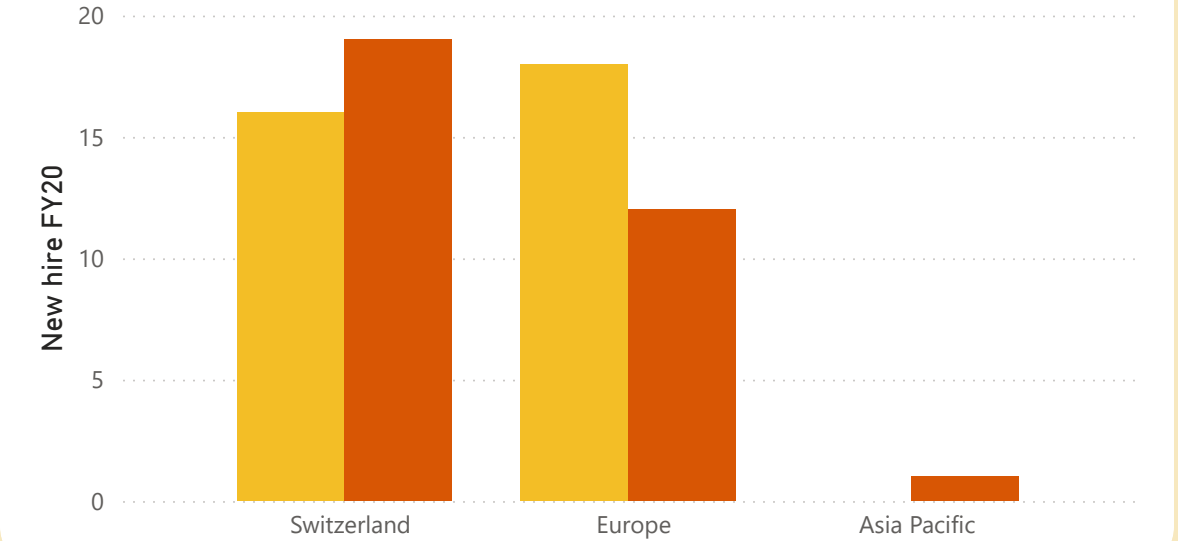
## Hired Employee by Age Group

Gender Female Male



## Hired Employee by Region

Gender Female Male





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F20 Promoted

36



Age group

All

Nationality 1

All

Y\_SERVIC

All

In base group Promotion F...

All

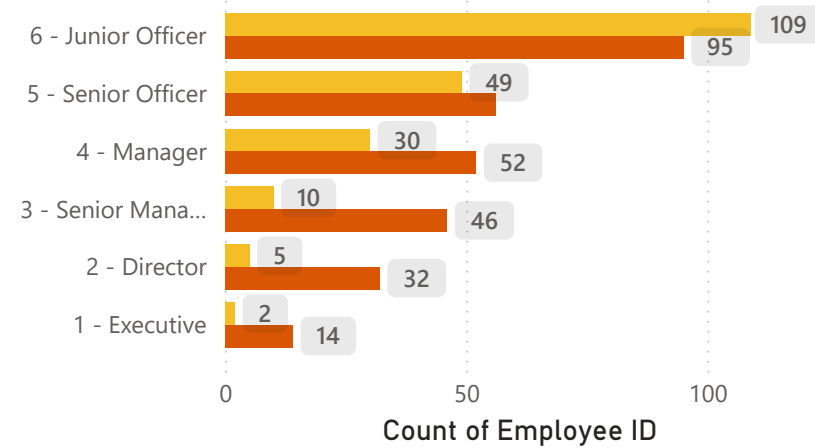
FY21 Promoted

51



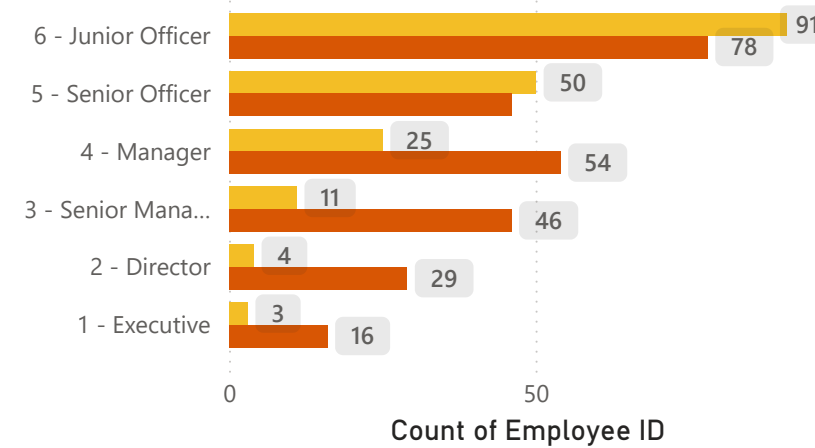
Promoted Employee by Region

Gender ● Female ● Male



Employee by Job Level after FY21 promotions

Gender ● Female ● Male



Women Promoted

8



Women Promoted

18



Men Promoted

28



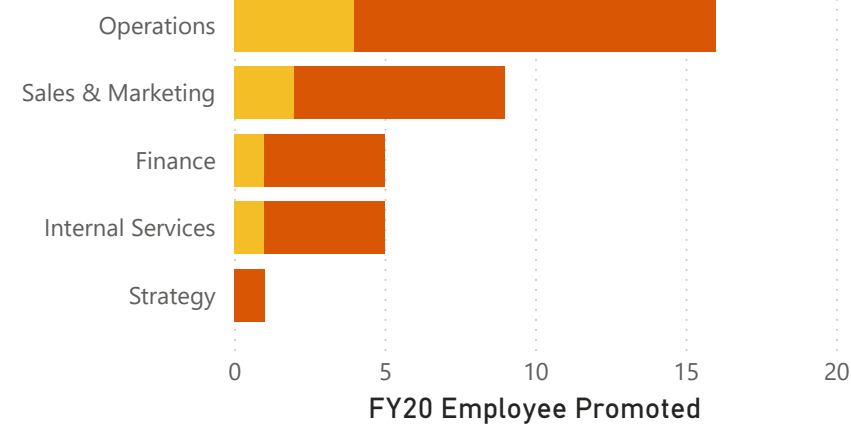
Men Promoted

33



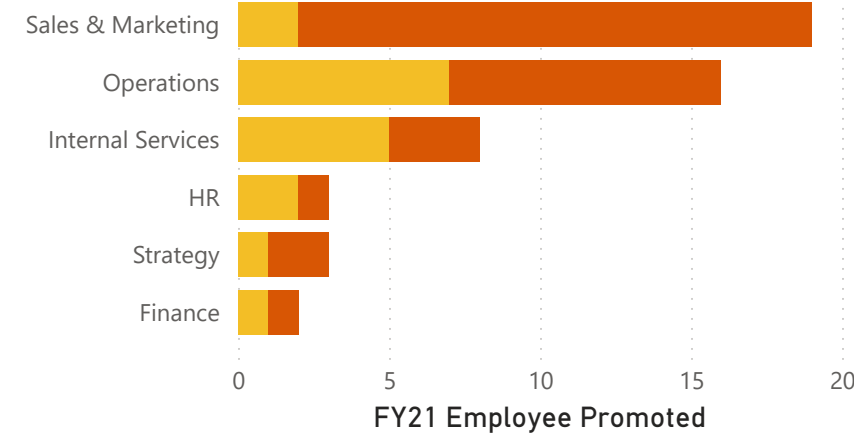
FY20 Promoted Employee by Department

Gender ● Female ● Male

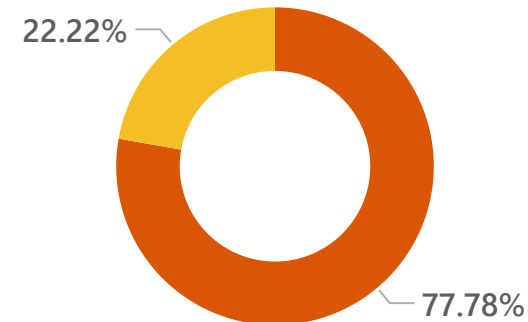


FY21 Promoted Employee by Department

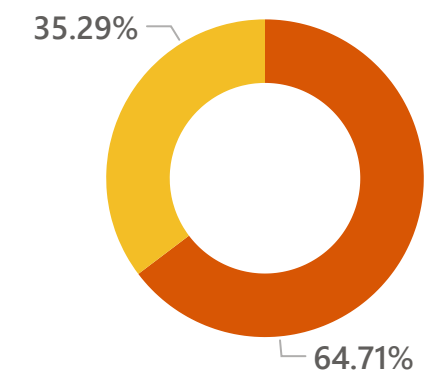
Gender ● Female ● Male



● Male ● Female



● Male ● Female





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Avg Performance

2.41



New hire FY20?

All

Nationality 1

All

Y\_SERVICE

All

In base group for turnover ...

All

Women PR (AVG)

2.42



Men PR (AVG)

2.41

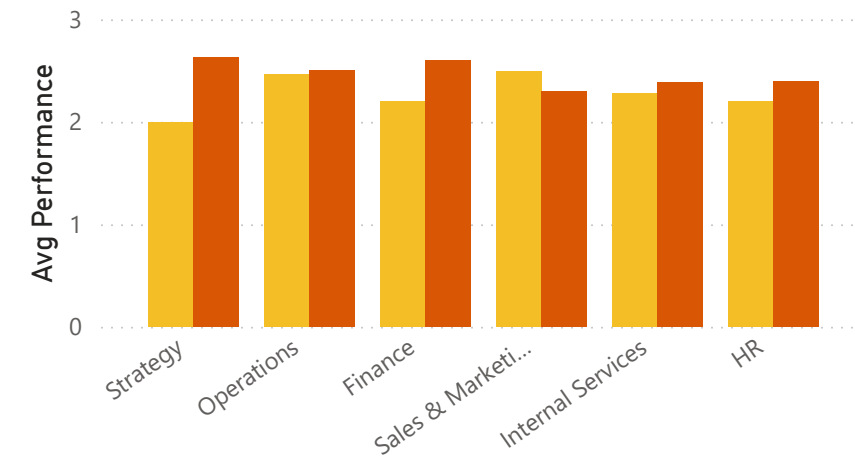


Average Performance Rating



Avg Performance rating by Department

Gender ● Female ● Male



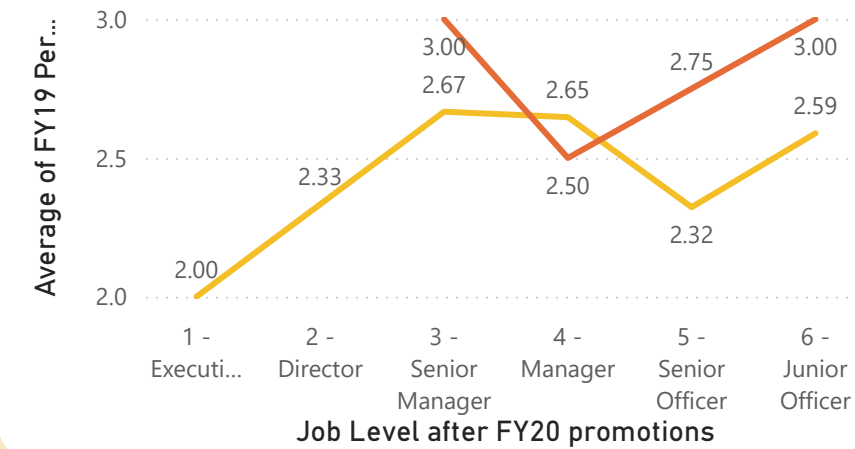
Avg Performance rating by Job Level

Gender ● Female ● Male



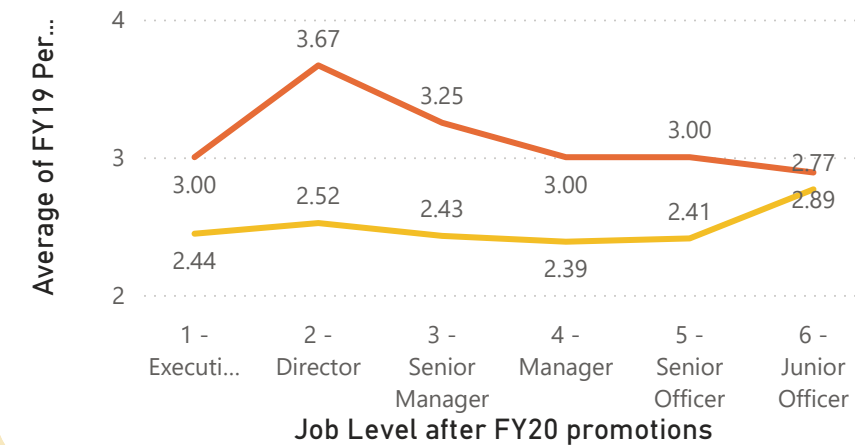
Average Performance Rating of Leavers vs non-Leavers (WOMEN)

FY20 leaver? ● No ● Yes



Average Performance Rating of Leavers vs non-Leavers (MEN)

FY20 leaver? ● No ● Yes



Turnover %

9.40



Wom Turnover %

10.24



Men Turnover %

8.81



Total Leavers by Gender

● Male ● Female

