



Pharma Group AG

Diversity & Inclusion

Overview

Hiring

Promotion

Performance & Turnover

Employee

500



Women

130



Men

370



New Hires

66



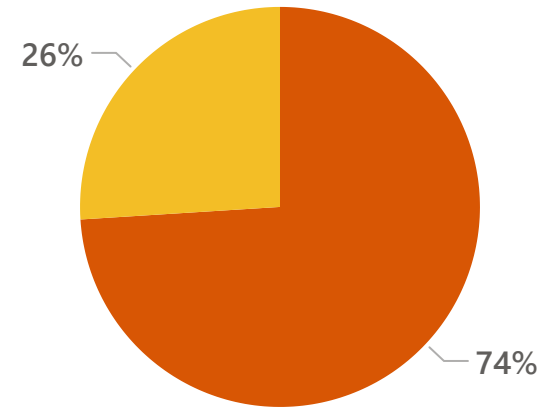
Leavers

47

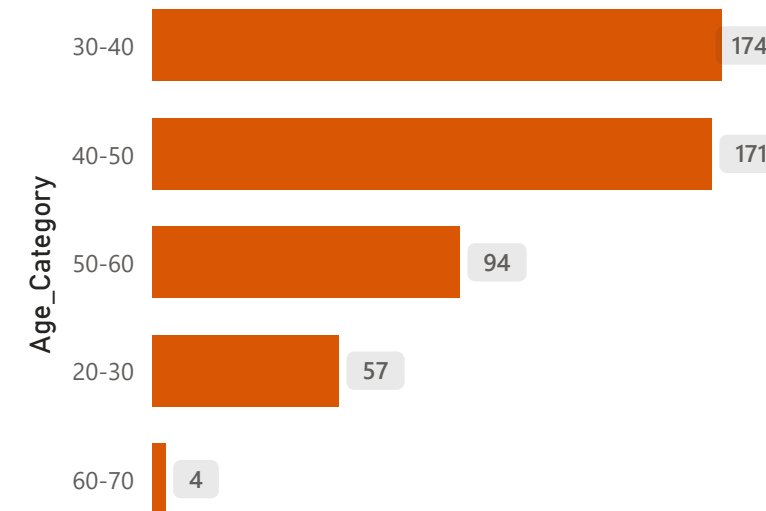


Employee by Gender

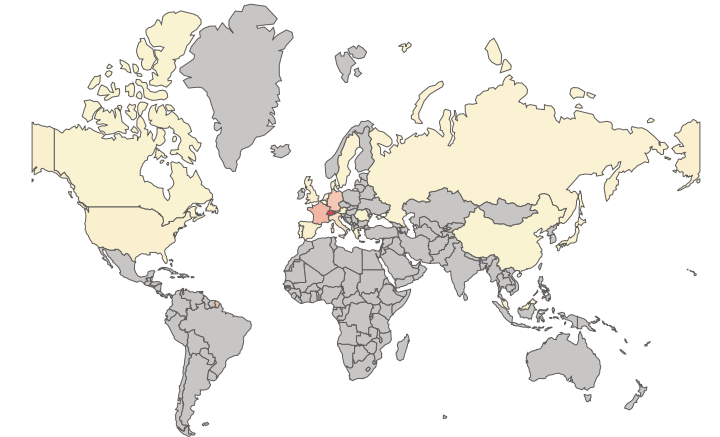
Male Female



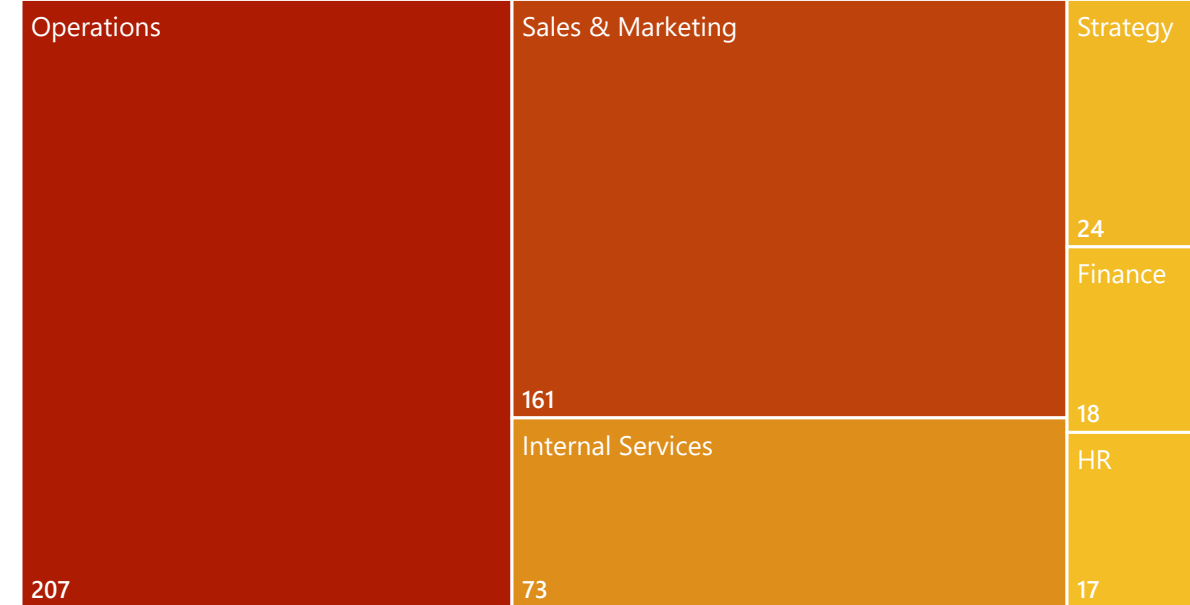
Employee by Age group



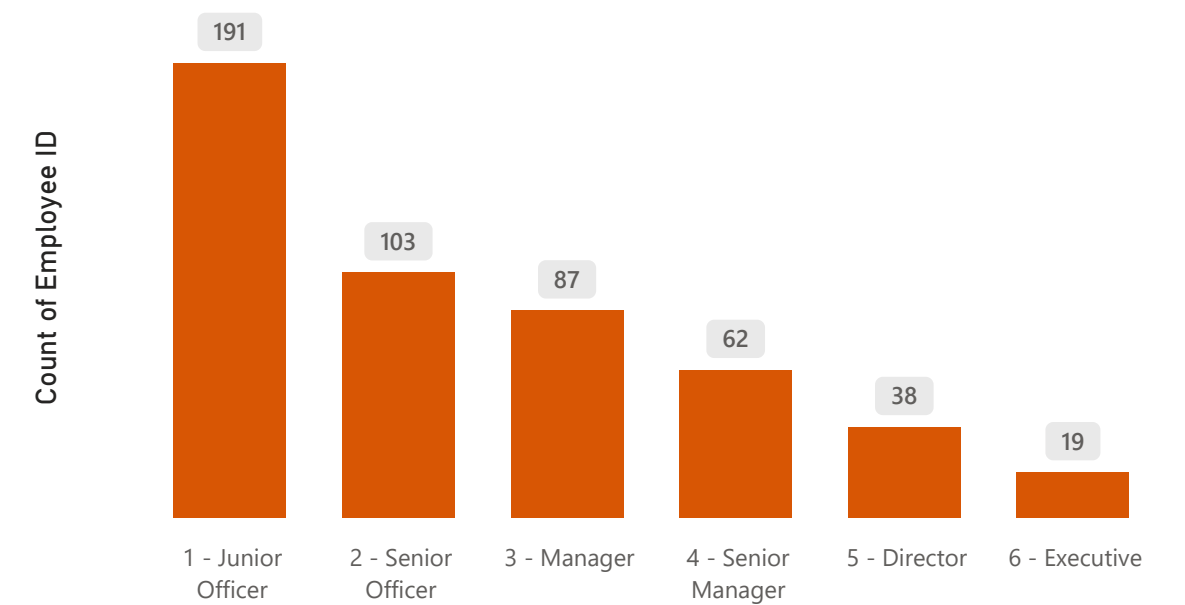
Employee Count by Nationality 1



Employee by Department



Employee by Grade (Job Level)





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Women

34

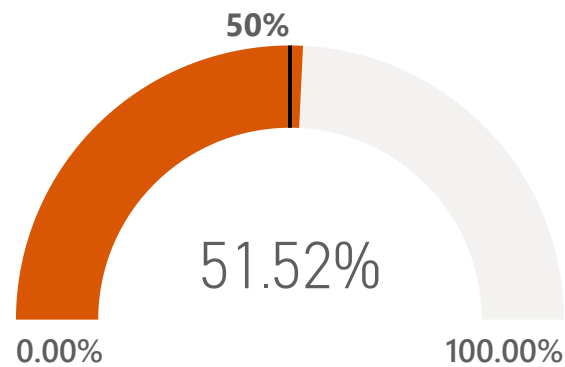


Men

32



Target hire balance



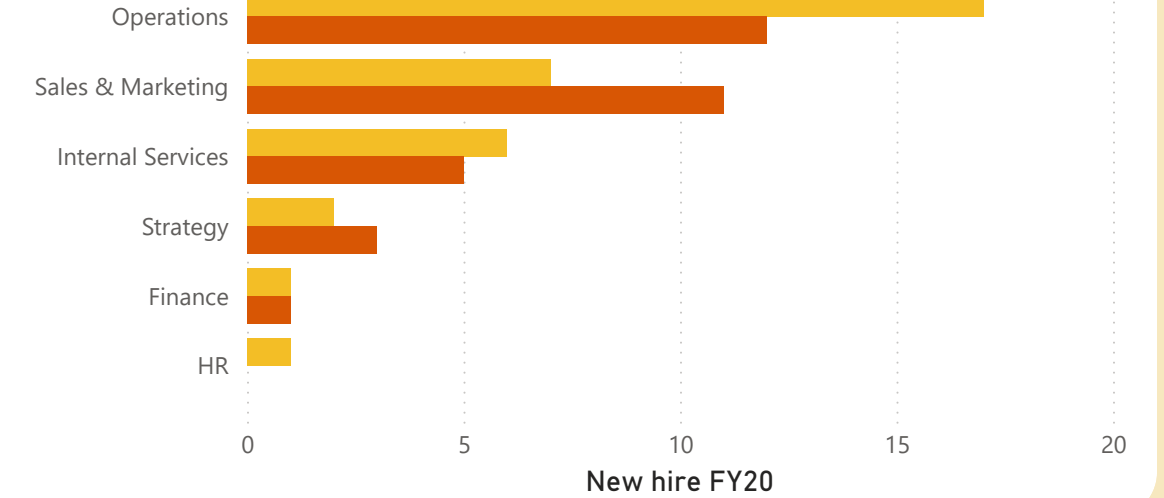
Hired Employee by Gender

Female Male



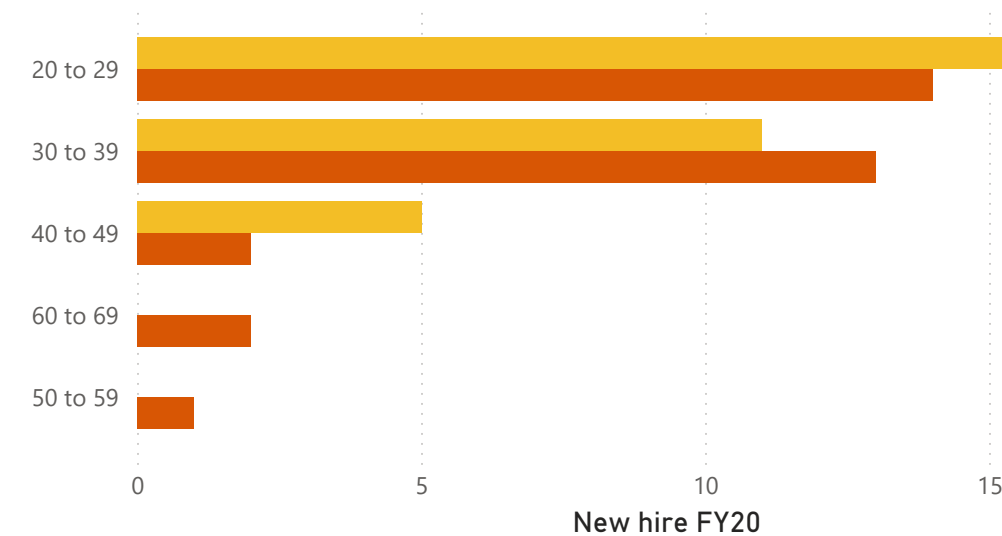
Hired Employee by Department

Gender Female Male



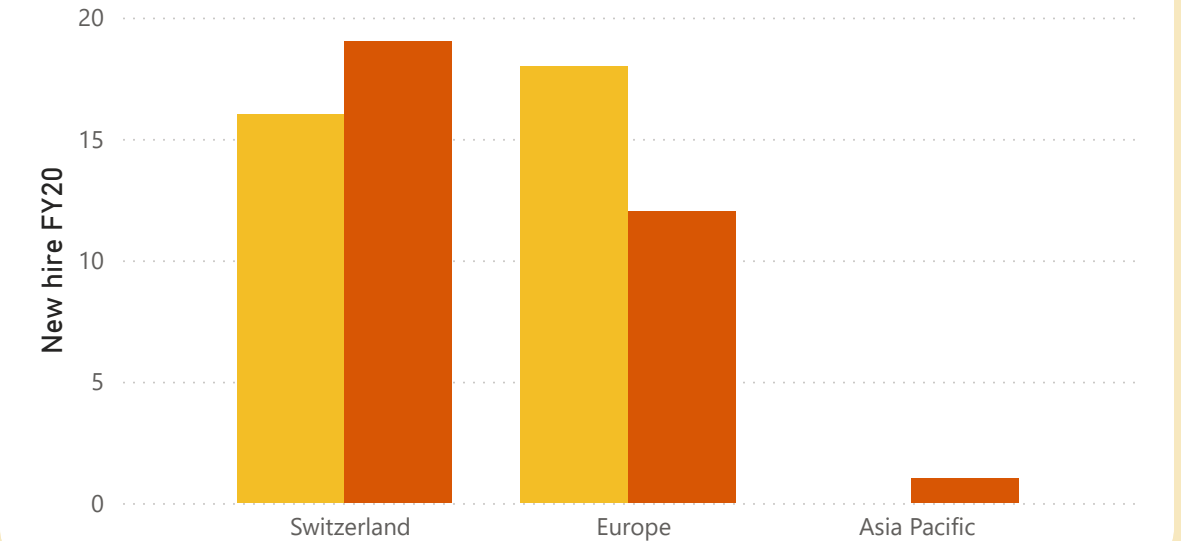
Hired Employee by Age Group

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



Women Promoted

8



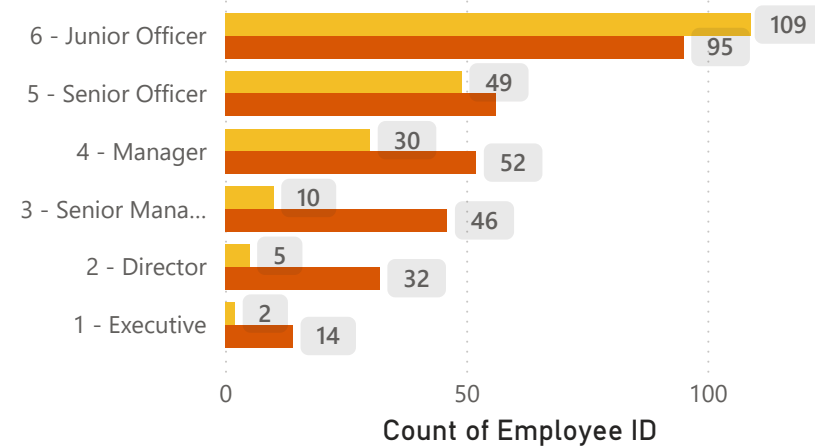
Men Promoted

28



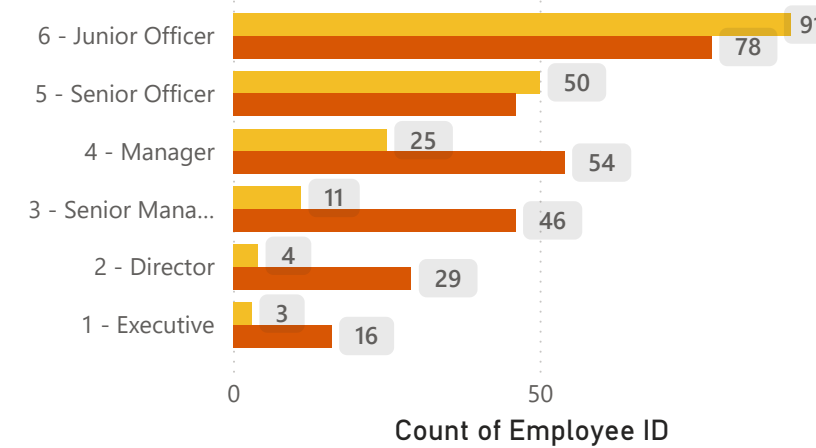
Promoted Employee by Region

Gender ● Female ● Male



Employee by Job Level after FY21 promotions

Gender ● Female ● Male



Women Promoted

18



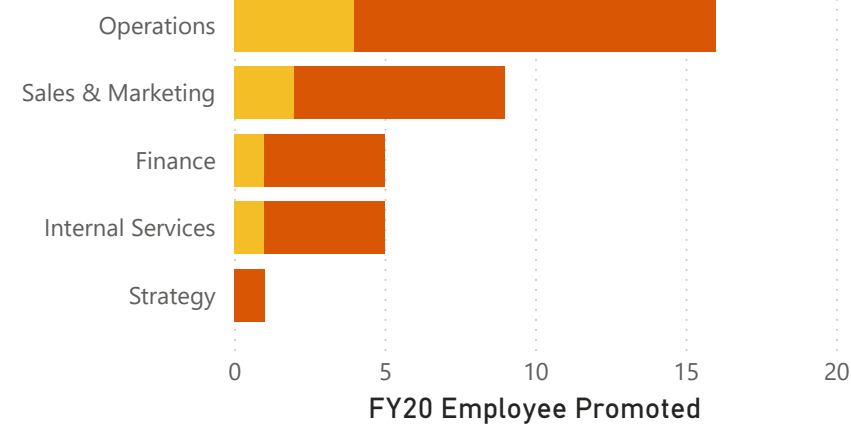
Men Promoted

33



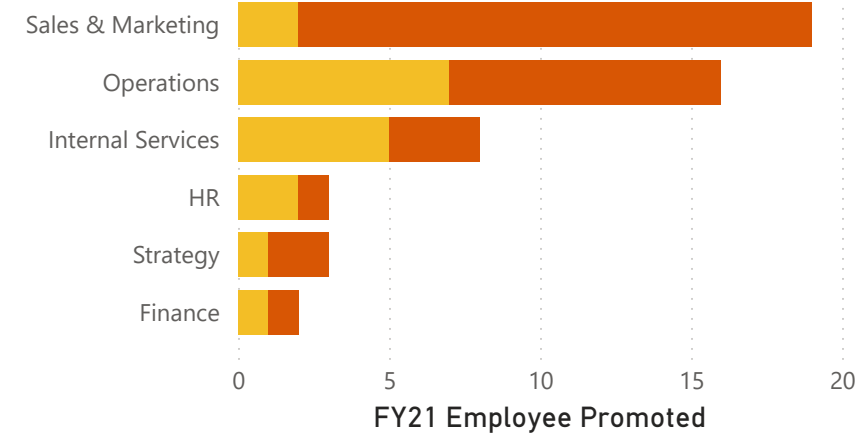
FY20 Promoted Employee by Department

Gender ● Female ● Male

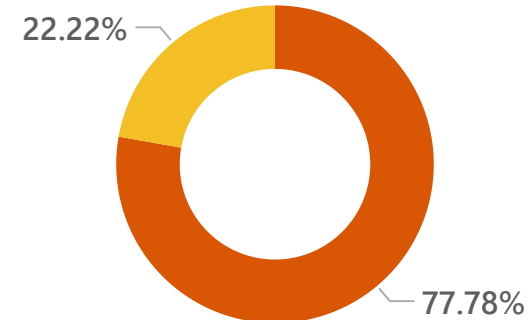


FY21 Promoted Employee by Department

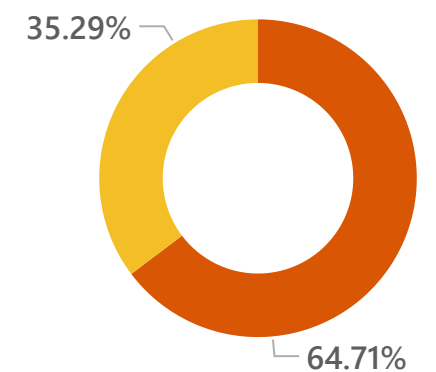
Gender ● Female ● Male



● 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

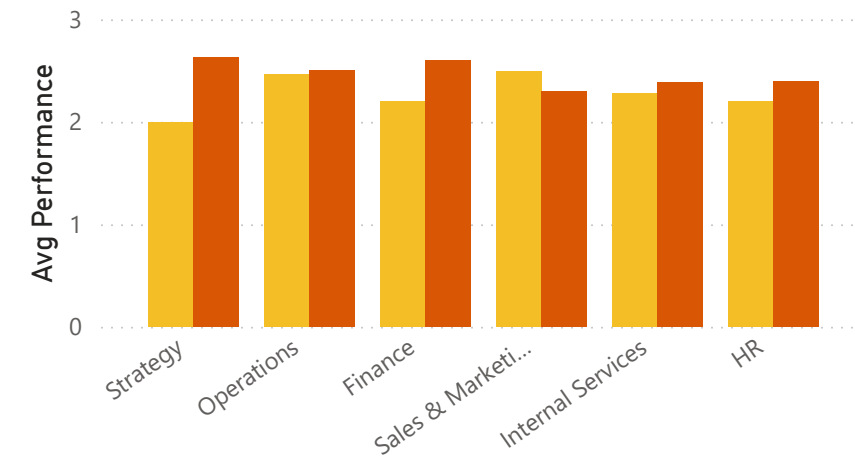


Average Performance Rating



Avg Performance rating by Department

Gender ● Female ● Male



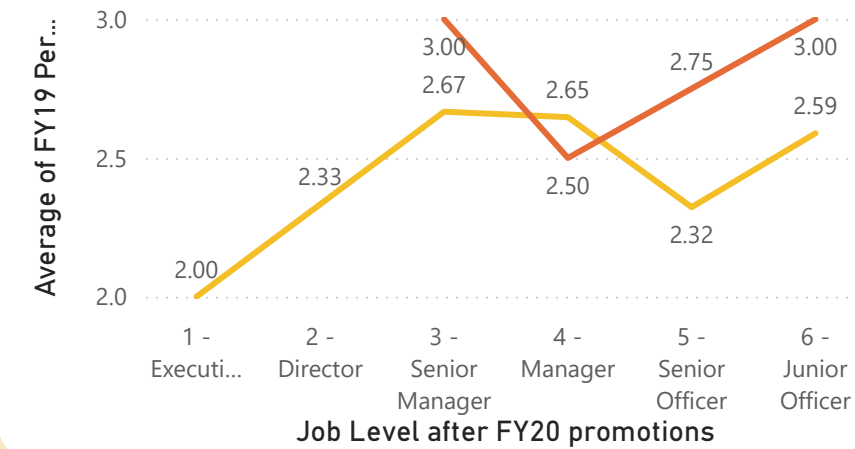
Avg Performance rating by Job Level

Gender ● Female ● Male



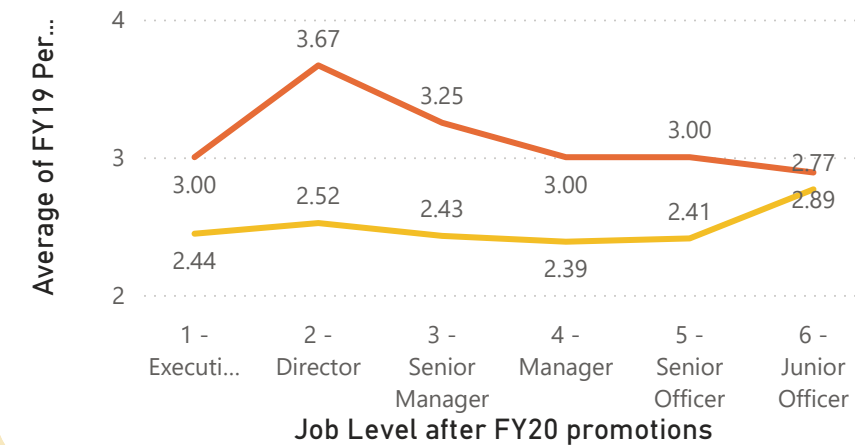
Average Performance Rating of Leavers vs non-Leavers (WOMEN)

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

