# Diversity and Inclusion-1

pwc

Department

All

Job Level

All

Age Group

All

Region Group

All

Hiring

59.0% Men Hired **41.0%** Female Hired

Gender ● Female ● Male

Job Level	Female	Male
Junior Officer	53%	47%
Senior Officer	47%	53%
Manager	37%	63%
Senior Manager	18%	82%
Director	14%	86%
Executive	13%	88%

0% 50% 100%

Gender ● Female ● Male

(line chart)
Junior Offi... Male 109, Female 95
Senior Off... Male 56, Female 49
Manager Female 52, Male 30
Senior Ma... Male 46, Female 10
Director 32, 5
Executive 2
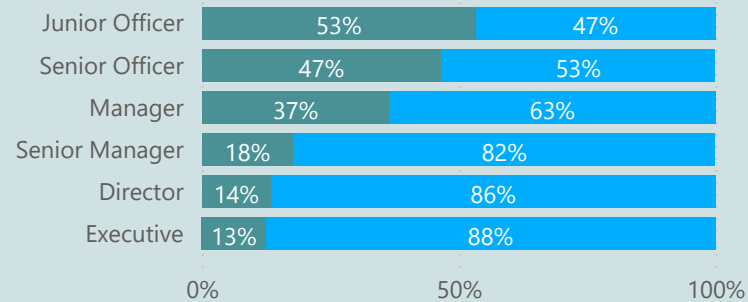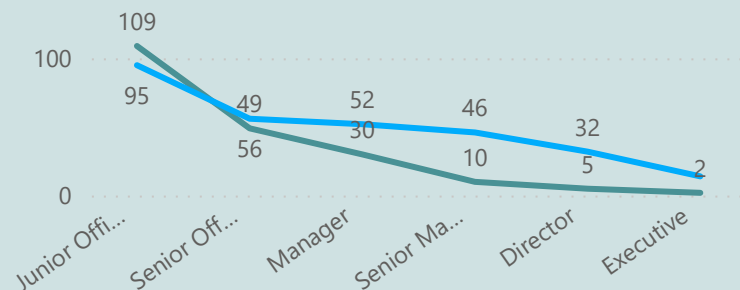
Promotion (FY 20)

7.2% Employees Promoted **1.6%** Women Promoted

Gender ● Female ● Male

Job Level	Female	Male
Junior Officer	55%	45%
Senior Officer	44%	56%
Manager	35%	65%
Senior Manager	18%	82%
Director	12%	88%
Executive	13%	87%

0% 50% 100%

Gender ● Female ● Male

(line chart)
Director 3.09 / 3.40
Senior Off... 2.68 / 2.29
Manager 2.37 / 2.46
Senior Ma... 2.33 / 1.80
Junior Offi... 2.13 / 2.20
Executive 3.00 / 1.86
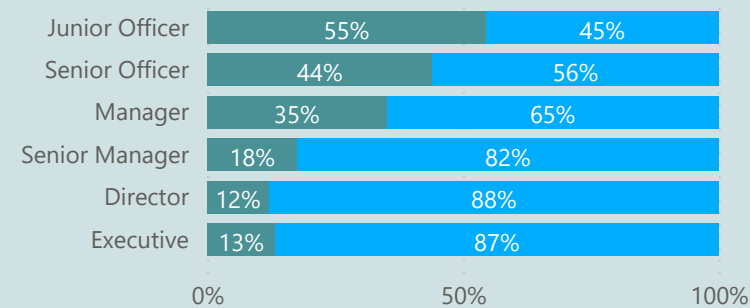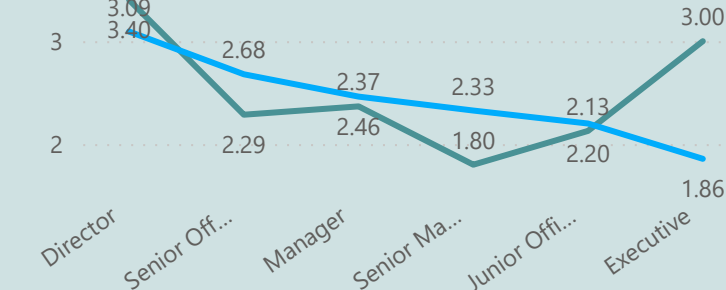
Performance Rating(FY20)

2.41 Avg Rating of Men **2.42** Avg Rating of Women

Gender ● Female ● Male

Rating

Rating	Female	Male
4	37%	63%
	40%	60%
2	38%	62%
	37%	63%

0% 50% 100%

Gender ● Female ● Male

(line chart)
Junior Officer 224 / 207
Senior Officer 123 / 82
Manager 118 / 52
Senior Manager 90 / 18
Director 71 / 11
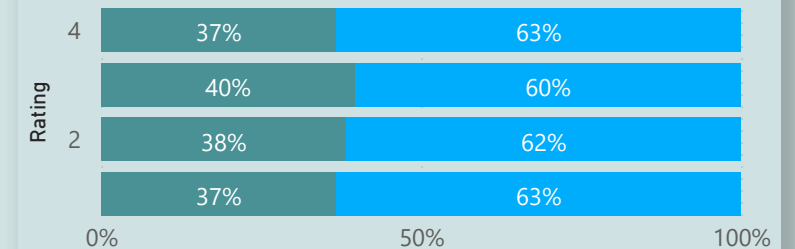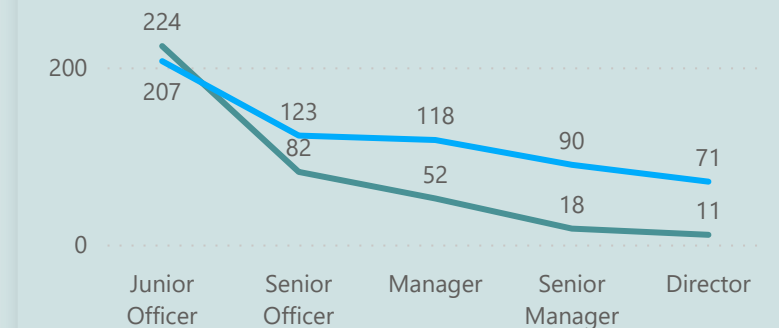
Diversity And Inclusion - 2

Department	Job Level	Age Group	Region Group
All ⌄	All ⌄	All ⌄	All ⌄

Turnover Rate (FY20)

10.1%
Turnover Rate

FY20 leaver? ●No ●Yes

Female

7 — 4 — 18 — 189 — 10 — 45 — 3 — 16 — 22 — 72

Male

11 — 58 — 3 — 22 — 26 — 12 — 105 — 85 — 13 — 94 — 12

Director Executive Junior Officer Manager Senior Manager Senior Officer
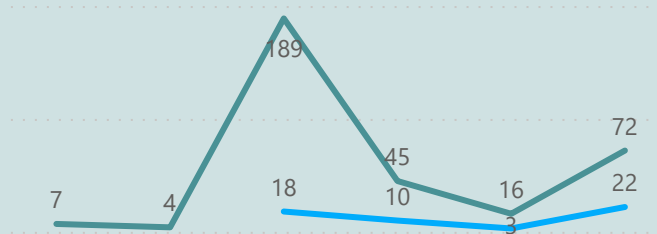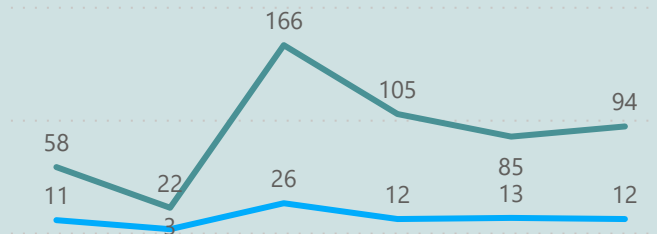
Job Level after FY20 promotions

Executive Gender Balance

295 *Male*   **205** *Female*

Executive (FY 20)
●Male ●Female

13% — 88%
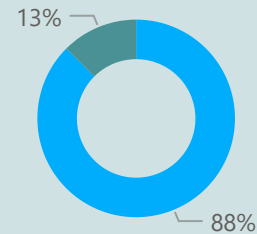
Executive (FY 21)
●Male ●Female

16% — 84%

Hires (FY 20)
●Male

100%

Promotions (FY 20)
●Male

100%

Age Group

Age	Count
20 to 29	223
30 to 39	174
40 to 49	83
50 to 59	10
16 to 19	6
60 to 69	4

0 — 100 — 200
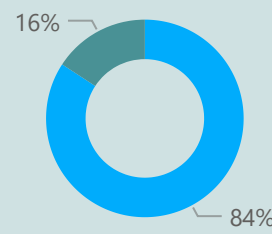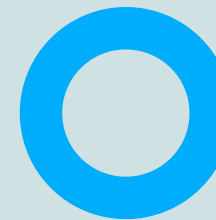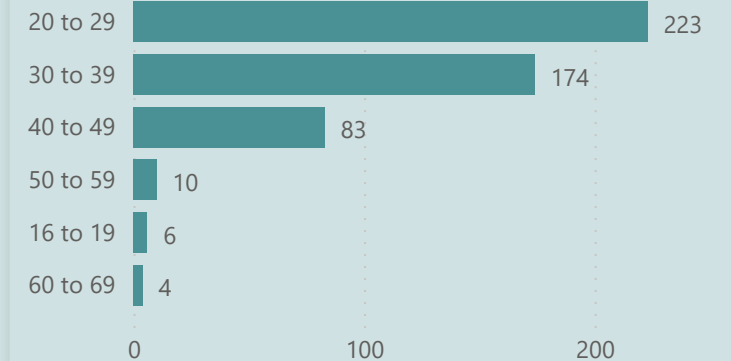
Age group ●16 to 19 ●20 to 29 ●30 to 39 ▶

Job Level		
Director	35%	57%
Executive	13%	63%	13%	13%
Junior Officer	85%	9%
Manager	72%	24%
Senior Mana...	61%	36%
Senior Officer	45%	46%

0% — 50% — 100%