

Pharma Group AG

Diversity And Inclusion Dashboard

Key Suggestions

- 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.

Dashboard 1

This dashboard contains trends and visualizations showing-

- Hiring
- Promotions

Dashboard 2

This dashboard contains trends and visualizations showing-

- Turnover Rate
- Performance Rating
- Executive Split
- Age Group



Diversity And Inclusion Dashboard

Employee Type

Full Time

Nationality

All

Departments

Operations

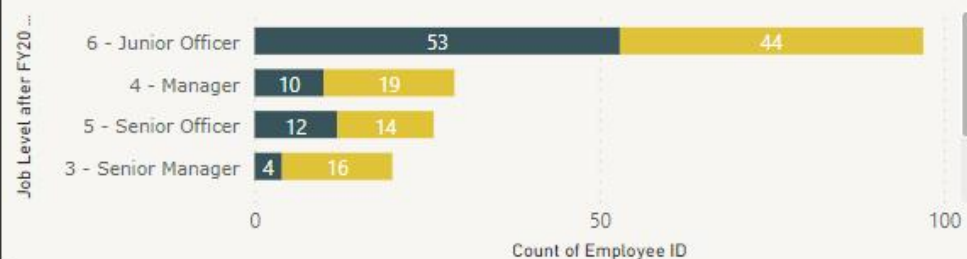
Job Level

All

KPI 1 - Hiring

Employees By Job Type

Gender ● Female ● Male



Of Women

44%

Of Men

56%

Employees By Job Type

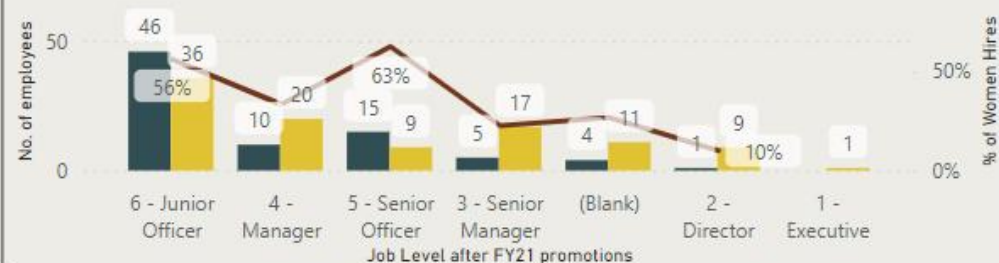
Gender ● Female ● Male ● % of Women Hires



KPI 2 - Promotions (this year)

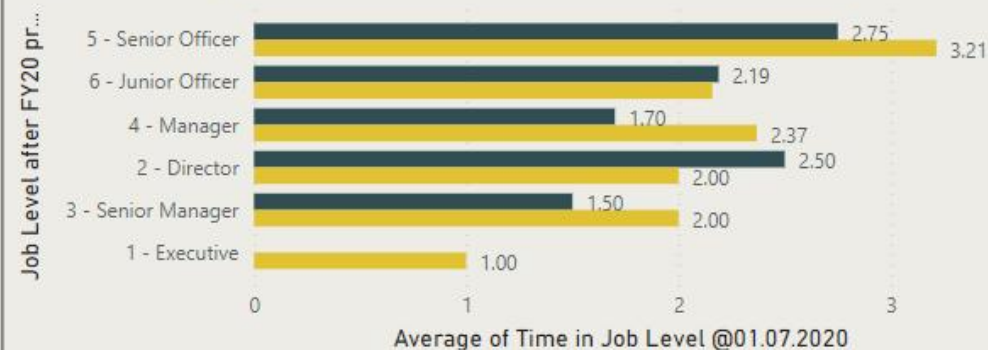
Job Role after Promotions FY21

Gender ● Female ● Male ● % of Women Hires



Avg. Time in Previous Role

Gender ● Female ● Male





Diversity And Inclusion Dashboard

Employee Type

Full Time

Nationality

All

Departments

Operations

Job Level

All

KPI 3 - Turnover Rate (Leavers)

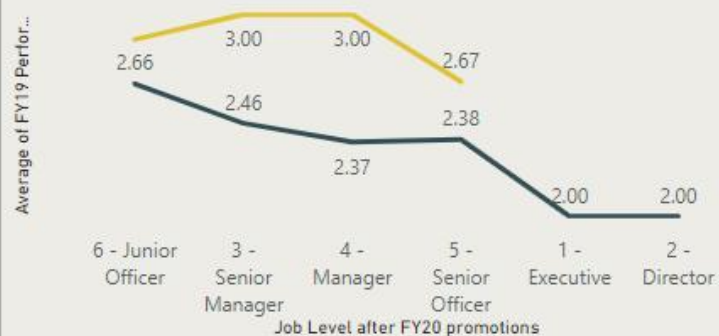
Performance Rating of Leavers vs Non-Leavers (Women)

FY20 leaver? ● Yes ● No



Performance Rating of Leavers vs Non-Leavers (Men)

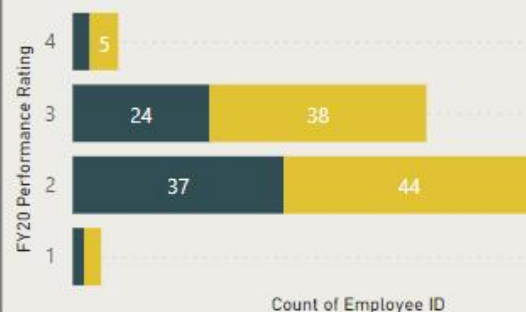
FY20 leaver? ● No ● Yes



KPI 4 - Performance Rating

Employees By Performance Rating

Gender ● Female ● Male



Avg Rating Men

2.51

Avg Rating women

2.42

KPI 5 - Executives Diversity

FY20 Employee Breakdown

Gender ● Female ● Male



KPI 6 - Age Group

Employees By Age Group (end FY20)

Gender ● Female ● Male

