Diversity & Inclusion

Department
All

Job Level
All
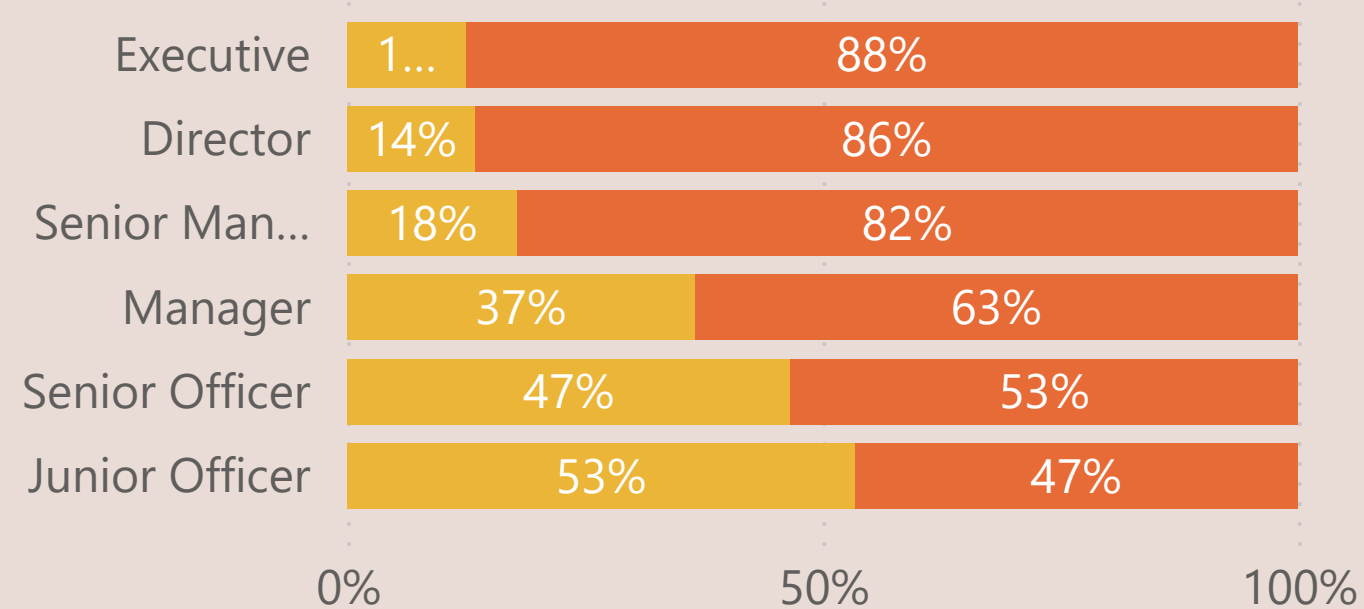
Age group
All

Region group
All

KPI 1 - Hiring

Gender ● Female ● Male

Level	Female	Male
Executive	1...	88%
Director	14%	86%
Senior Man...	18%	82%
Manager	37%	63%
Senior Officer	47%	53%
Junior Officer	53%	47%

0%   50%   100%

Gender ● Female ● Male

	Female	Male
Execu...	2	14
Direc...	5	32
Senior Mana...	10	46
Mana...	30	52
Senior Officer	49	56
Junior Officer	109	95

KPI 2 - Promotion

Gender ● Female ● Male

	Female	Male
Junior Off...	91	78
Senior Off...	50	46
Manager	25	54
Senior M...	11	46
(Blank)	21	26
Director	4	29
Executive	3	16

Average time in grade of employee promoted
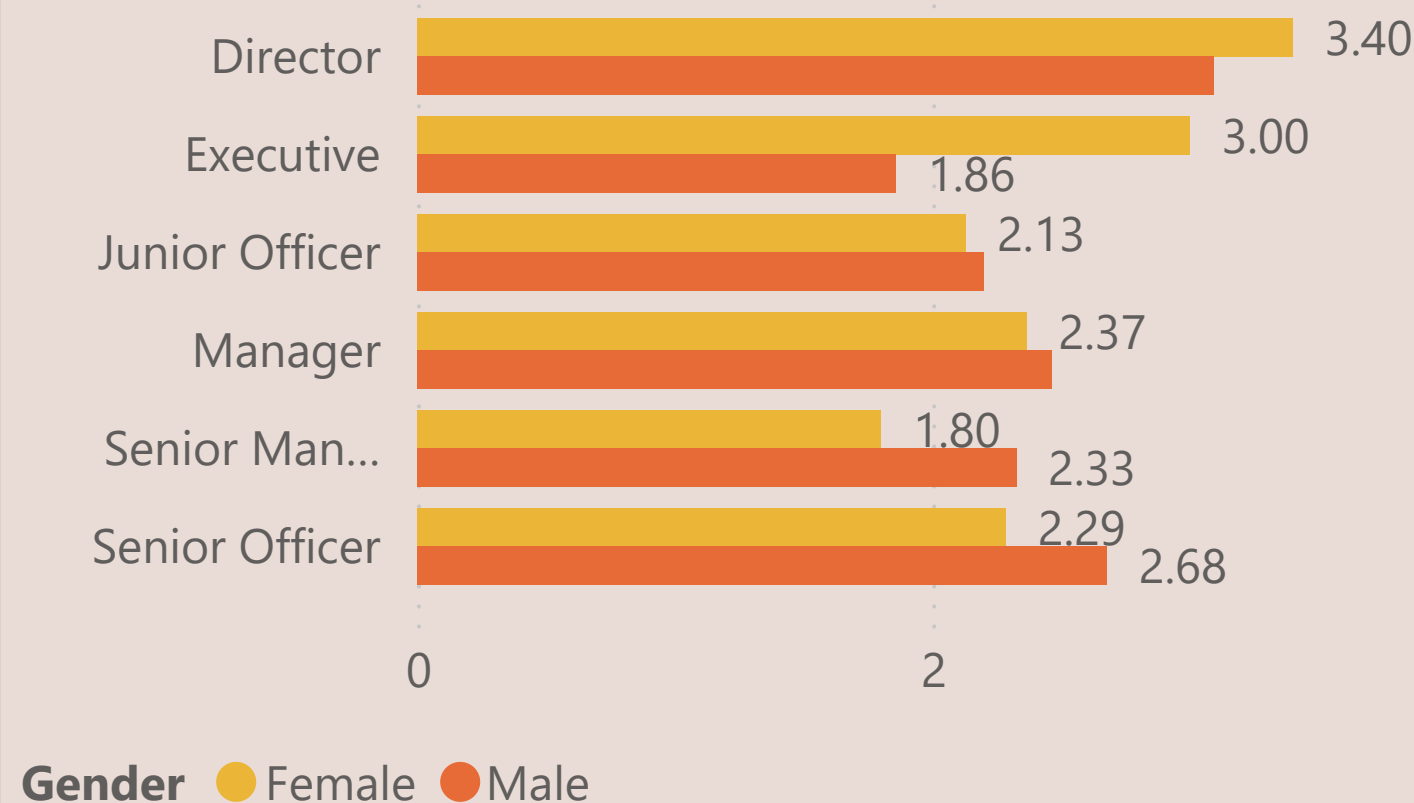
	Female	Male
Director	3.40	
Executive	3.00	1.86
Junior Officer		2.13
Manager	2.37	
Senior Man...	1.80	2.33
Senior Officer	2.29	2.68

0   2

Gender ● Female ● Male

KPI 3- Turnover Rate

FY20 leaver? ● No ● Yes

	No	Yes
Execu...	2.0	
Direct...	2.3	2.8
Senior Officer	2.3	2.6
Mana...	2.6	
Junior Officer	2.6	3.0
Senior Mana...	2.7	3.0

FY20 leaver? ● No ● Yes

	No	Yes
Senior Officer	2.4	3.0
Senior Man...	2.4	3.3
Man...	2.4	3.0
Junior Officer	2.8	2.9
Exec...	2.4	3.0
Direc...	2.5	3.7

pwc
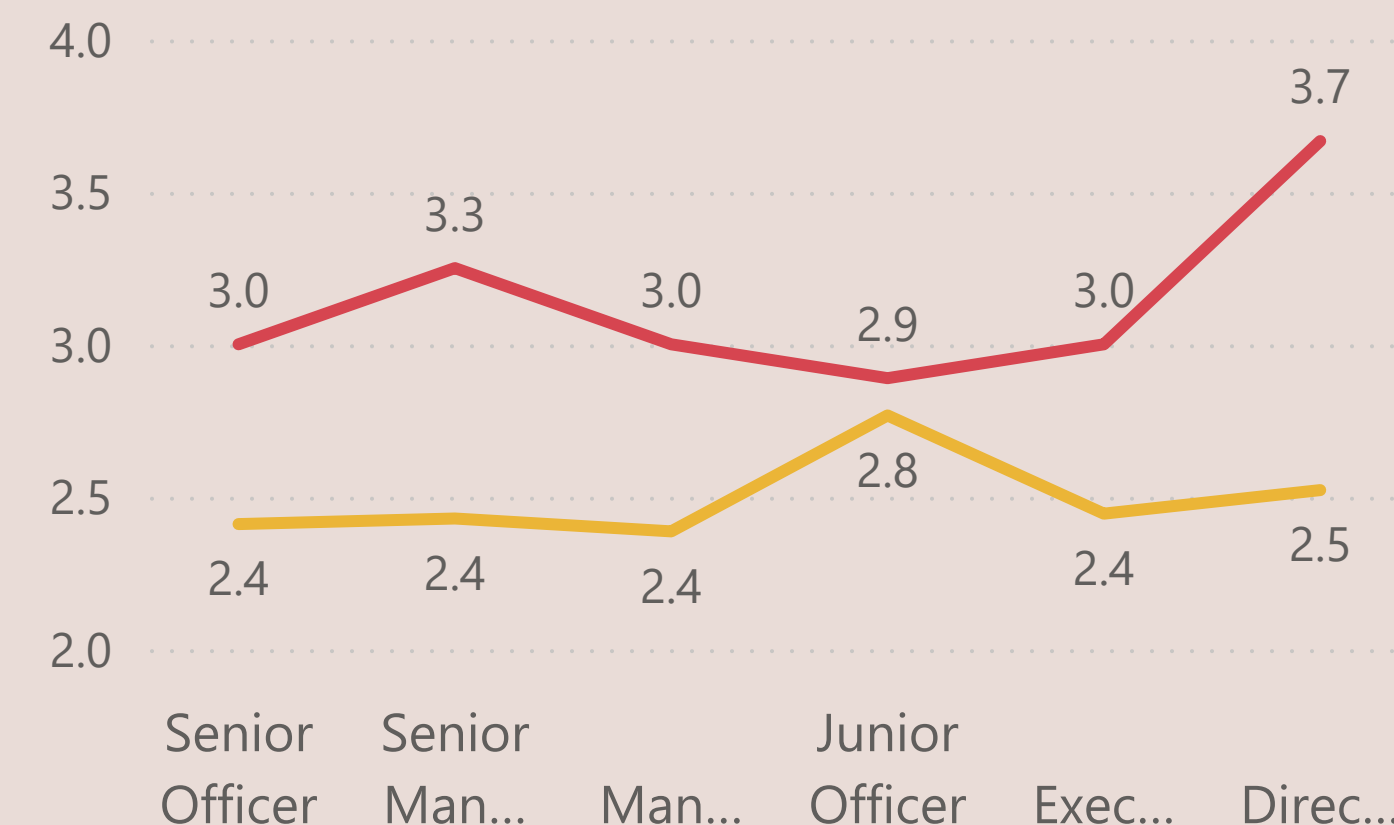
Diversity & Inclusion

Department
All

Job Level
All

Age group
All

Region group
All

👍 KPI 4 - Performance Rating

Gender ● Female ● Male

4	37%	63%
	40%	60%
2	38%	62%
	37%	63%

0% 50% 100%
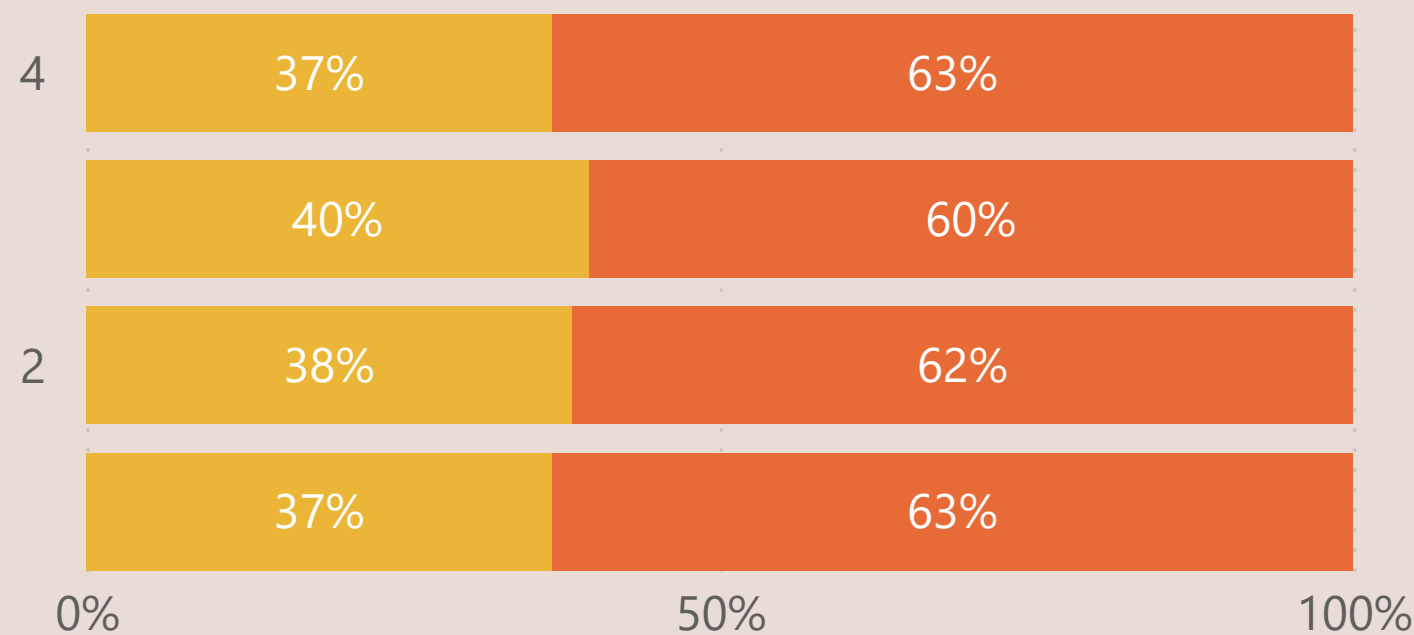
FY20 Perfor... ● 1 ● 2 ● 3 ● 4

1 = excellent
2 = great
3 = sufficient
4 = bad

Male	54.55%	35.97%
Female	53.75%	37.50%

0% 50% 100%
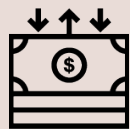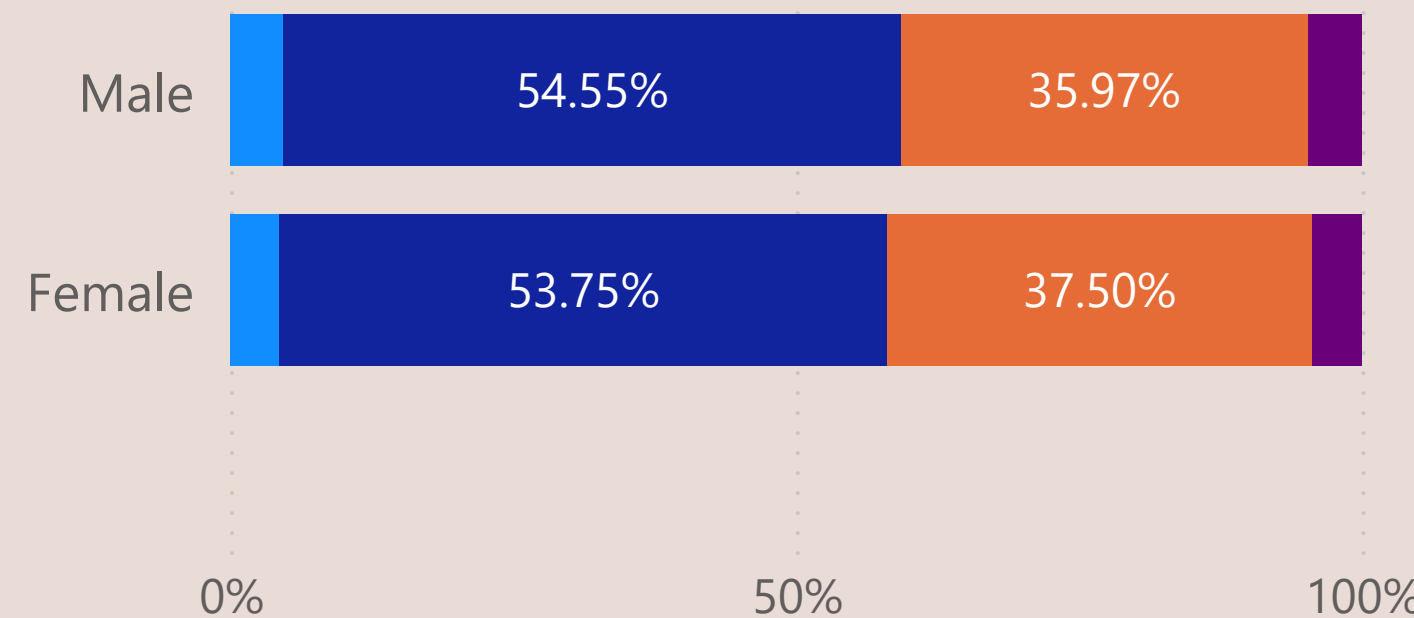
💰 KPI 5 - Executive Gender Balance

Executive split (FY20)
● Male ● Female

12.5%

87.5%

Executive split (FY21)
● Male ● Female

13.33%

86.67%

New Hires
● Male

100%

Promotion in FY21
● Male

100%

👥 KPI 6- Age Group

60 to 69	3.0
50 to 59	4.0
40 to 49	64.0
30 to 39	161.0
20 to 29	215.0
16 to 19	6.0

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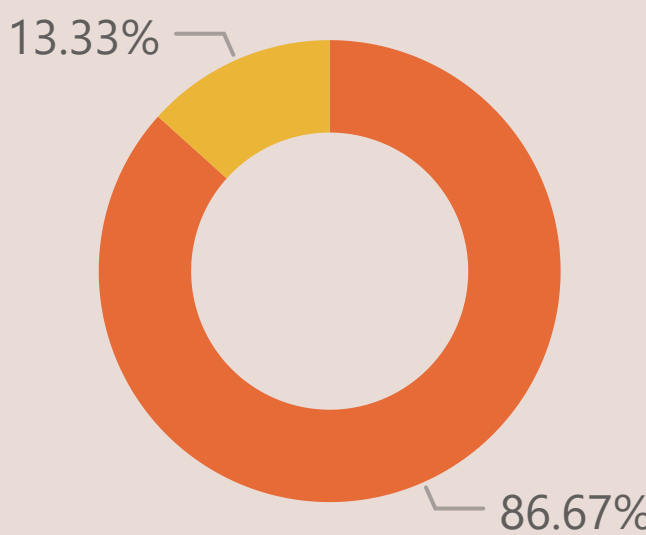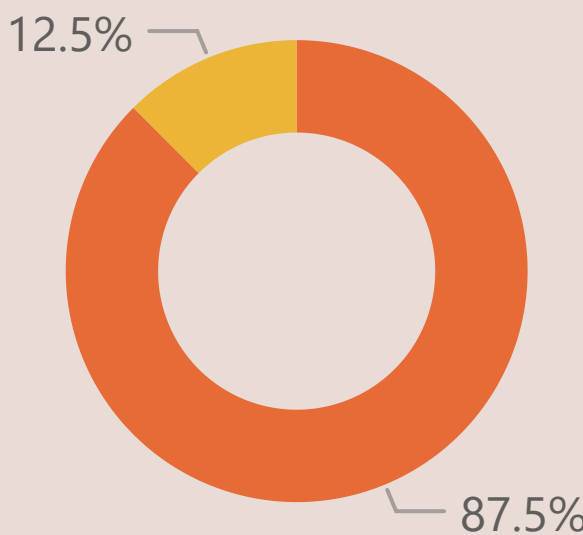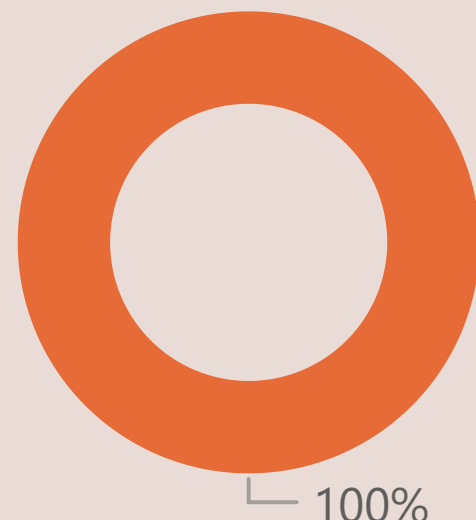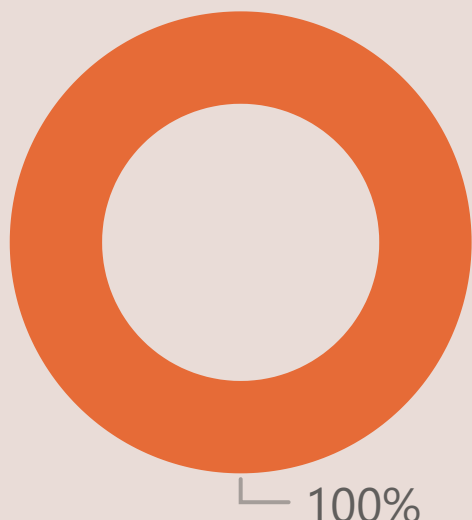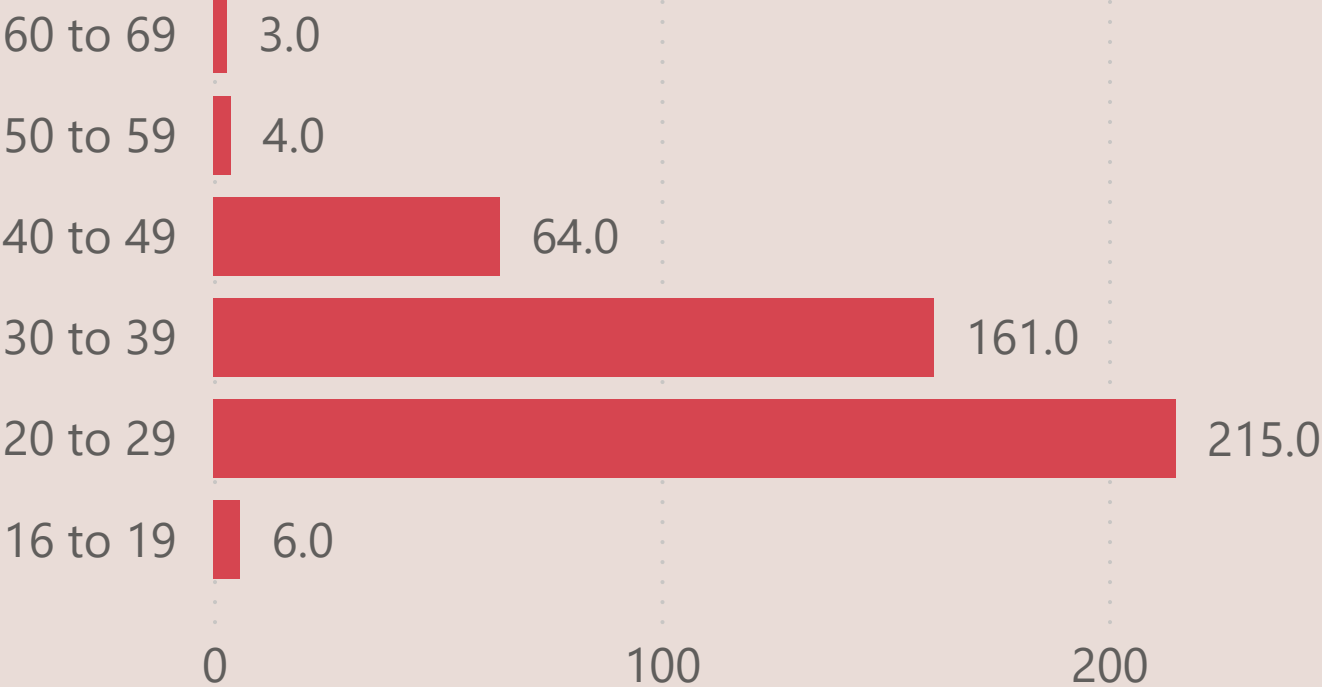
Age group ● 16 to 19 ● 20 to 29 ● 30 to 39

100%

50%

0%

Executive Director (Blank) Senior Ma... Manager Senior Offi... Junior Offi...