Diversity & Inclusion

Department All ▾

Job Level All ▾

Age group All ▾

Region group All ▾

KPI 1 - Hiring

Gender ● Female ● Male

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

(axis: 0% — 50% — 100%)

Gender ● Female ● Male

Level	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

Level	Female	Male
Junior Off...	91	78
Senior Of...	50	46
Manager	25	54
Senior M...	11	46
(Blank)	21	26
Director	4	29
Executive	3	16
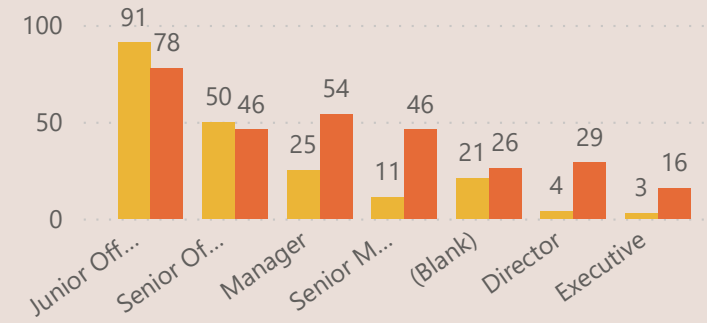
Average time in grade of employee promoted

Level	Female	Male
Director	3.40	3.00
Executive	1.86	
Junior Officer	2.13	
Manager	2.37	
Senior Man...	1.80	2.33
Senior Officer	2.29	2.68

(axis: 0 — 2)
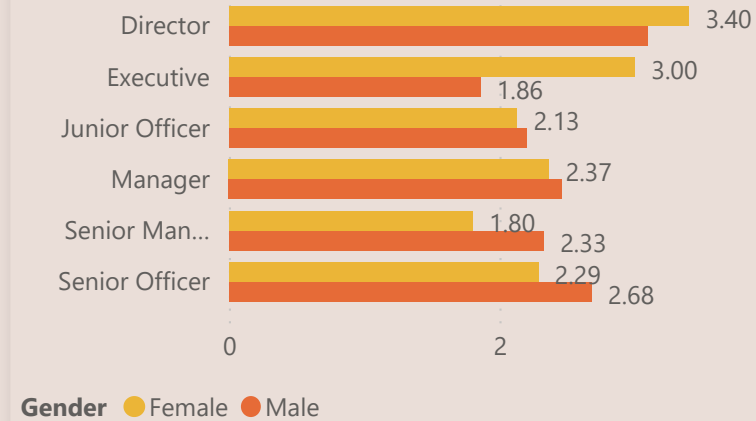
Gender ● Female ● Male

KPI 3- Turnover Rate

FY20 leaver? ● No ● Yes

	Executive	Director	Senior Officer	Manager	Junior Officer	Senior Mana...
No	2.0	2.3	2.3	2.6	2.6	2.7
Yes				2.8	3.0	3.0

(axis: 2.0 — 2.5 — 3.0)

FY20 leaver? ● No ● Yes

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

(axis: 2.0 — 2.5 — 3.0 — 3.5 — 4.0)

Diversity & Inclusion
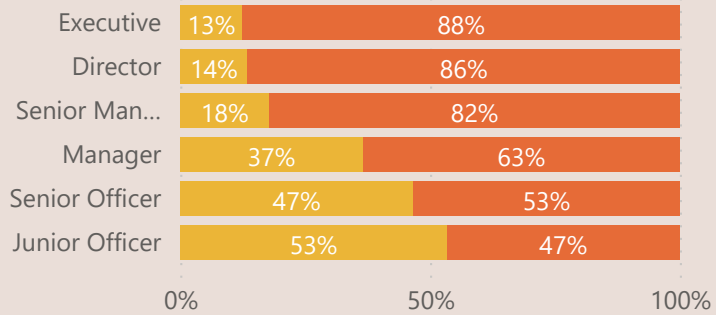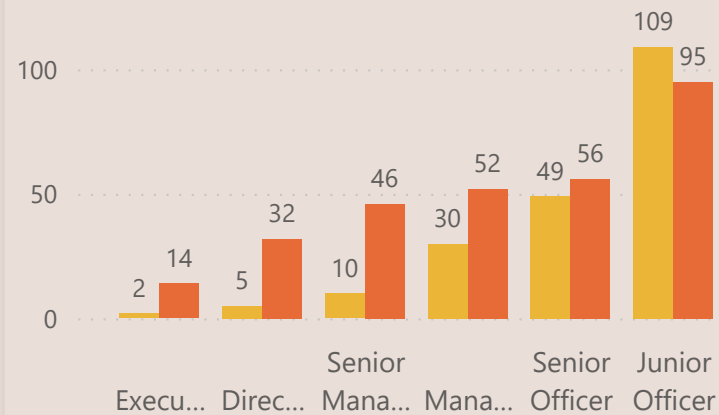
Department	Job Level	Age group	Region group
All	All	All	All

👍 KPI 4 - Performance Rating

Gender ● Female ● Male

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

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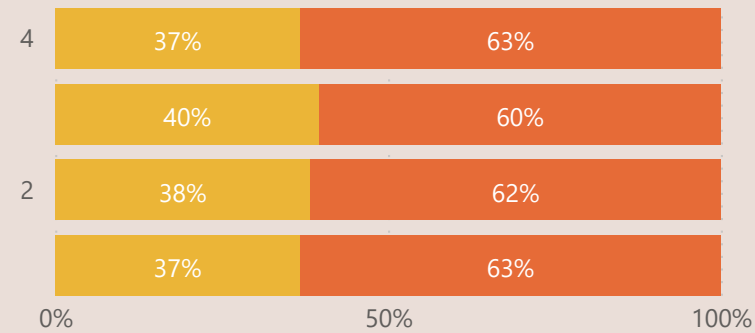
FY20 Perfor... ● 1 ● 2 ● 3 ● 4

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

Male	54.55%	35.97%
Female	53.75%	37.50%

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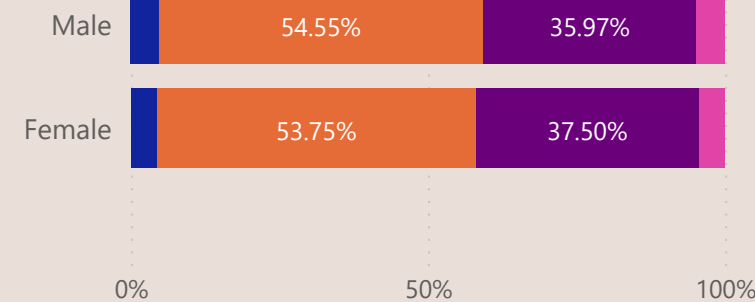
💰 KPI 5 - Executive Gender Balance

Executive split (FY20)
● Male ● Female

12.5%

87.5%
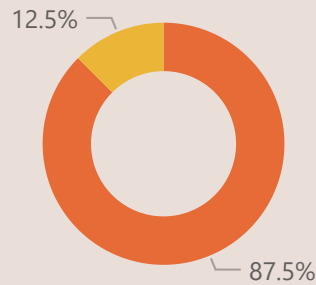
Executive split (FY21)
● Male ● Female

13.33%

86.67%

New Hires
● Male

100%

Promotion in FY21
● Male

100%

👥 KPI 6- Age Group

Age	Value
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
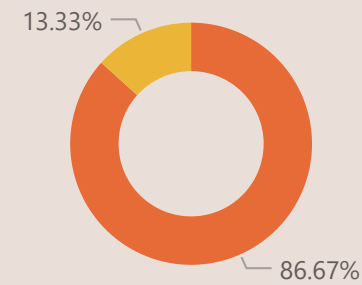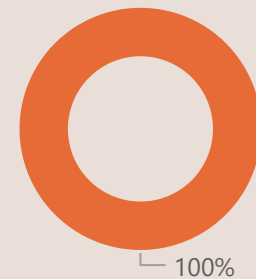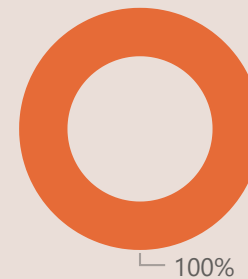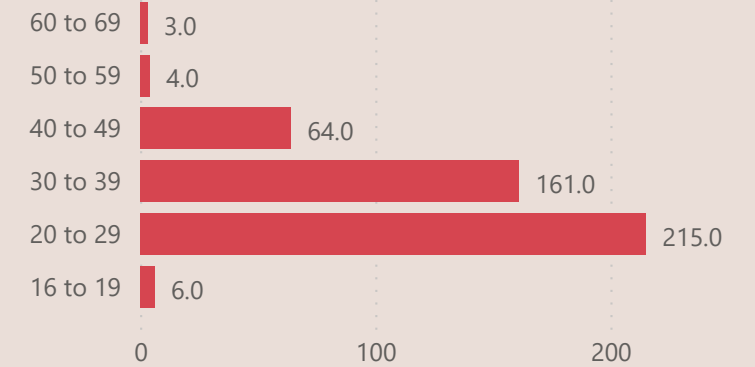
Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ▶

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

0% — 50% — 100%