

DIVERSITY AND INCLUSION REPORT



Promotion & Performance

Nationality & Age

Department

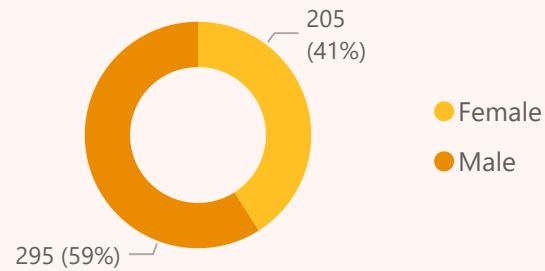
Age group

Author:
Prathamesh Tanavade

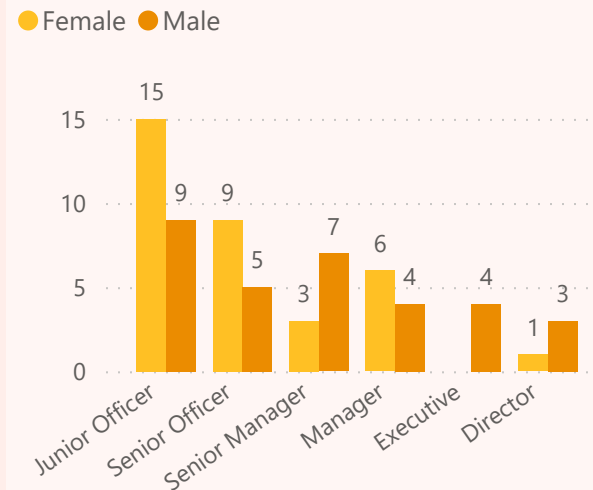
HIRING

48.48% % men hires 51.52% % women hires

Overall Employee Composition

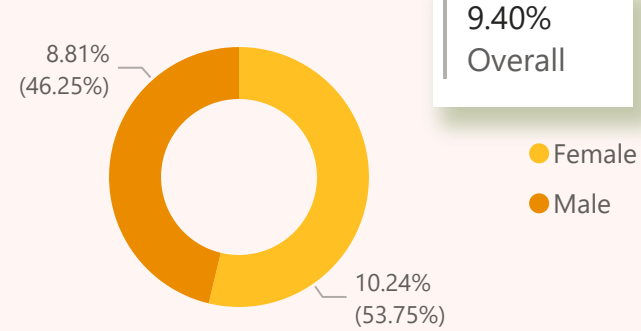


FY 20 Hires



TURNOVER

Turnover Rate



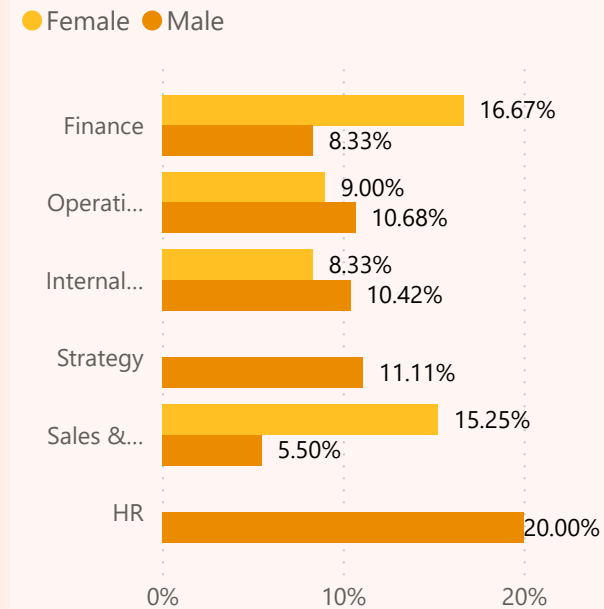
First Year Service Turnover Rate

Female: 6.67%
Male: 5.56%

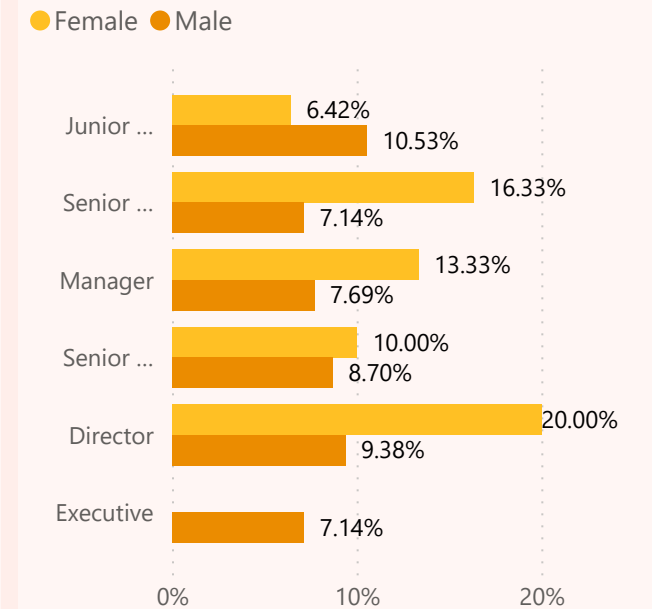
Three Year Service Turnover Rate

Female: 5.38%
Male: 7.19%

Turnover Rate by Department



Turnover Rate by Job Level



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All

Age group

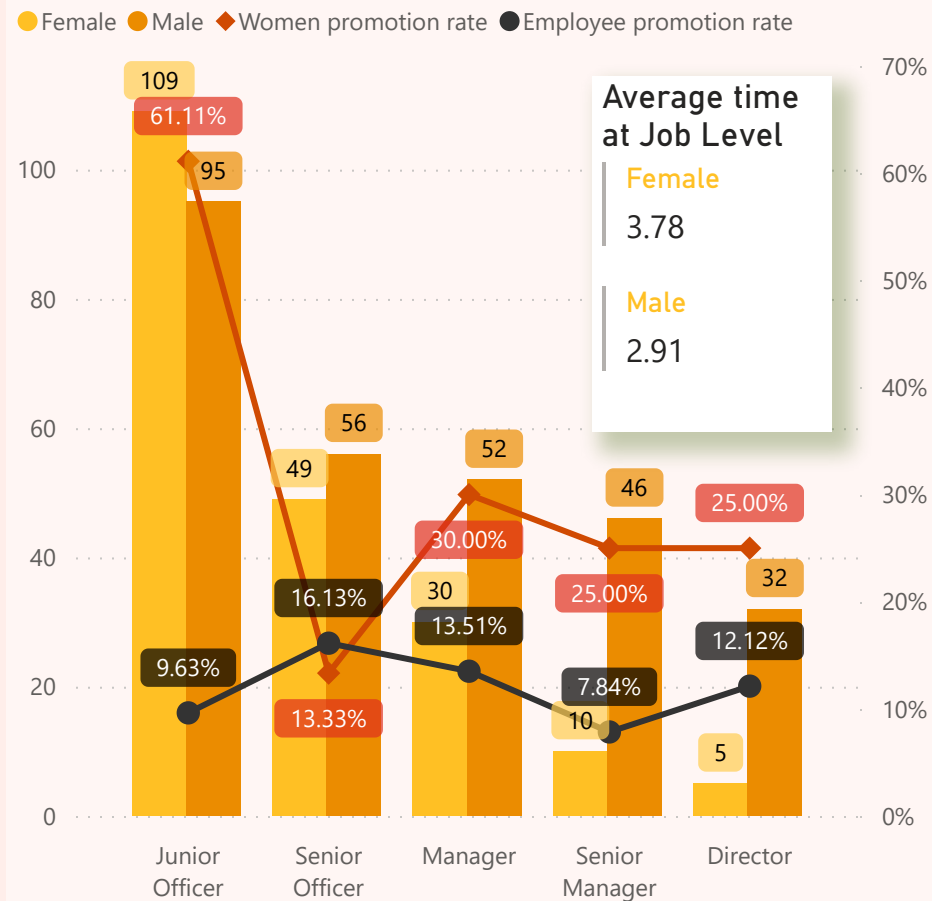
All

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PROMOTIONS FY21

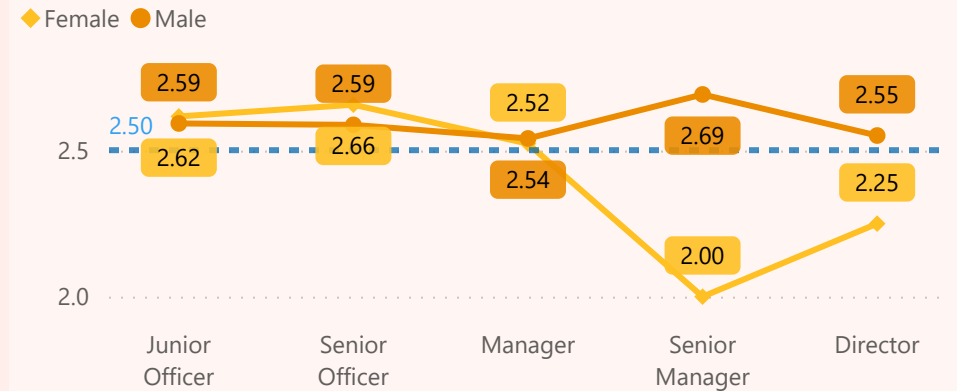
11.26% Promotion Rate 35.29% Women Promotion Rate

Promotions for FY21 by Job Level



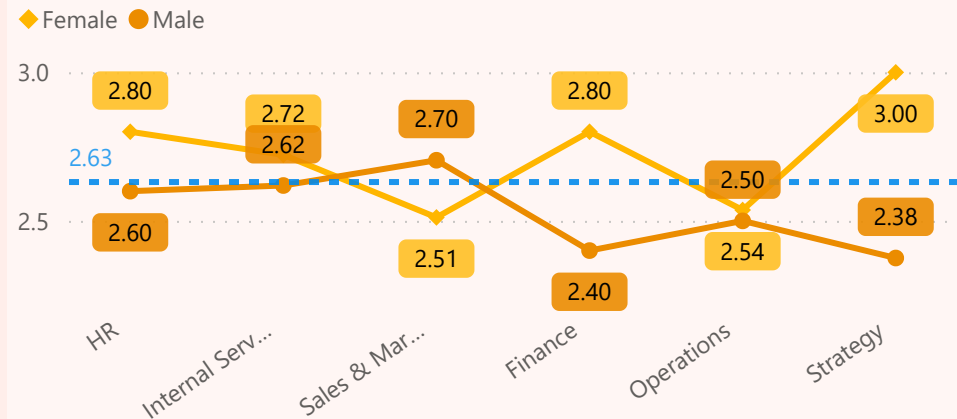
PERFORMANCE

Average Performance Ratings by Job Level



2.58 Average Performance Female 2.59 Average Performance Male

Average Performance Ratings by Department



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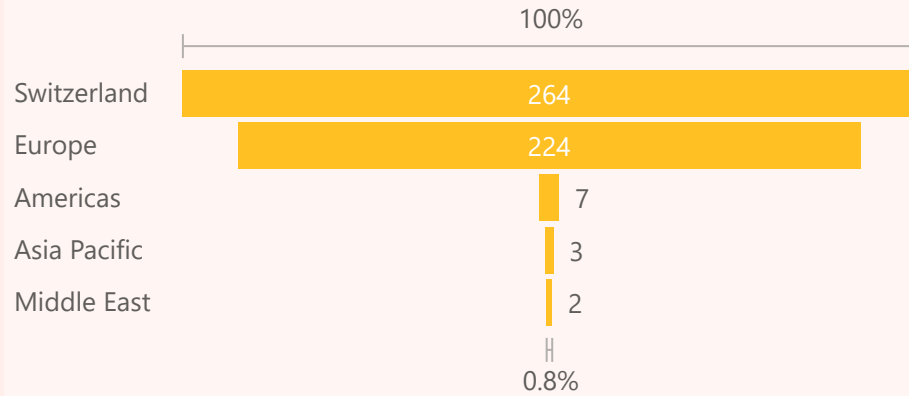
All

Age group

All

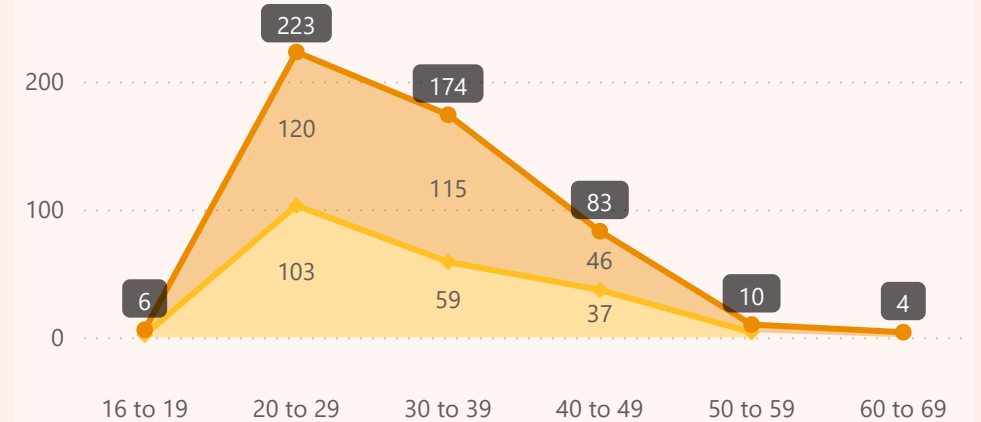
NATIONALITY

Employee Nationality Region



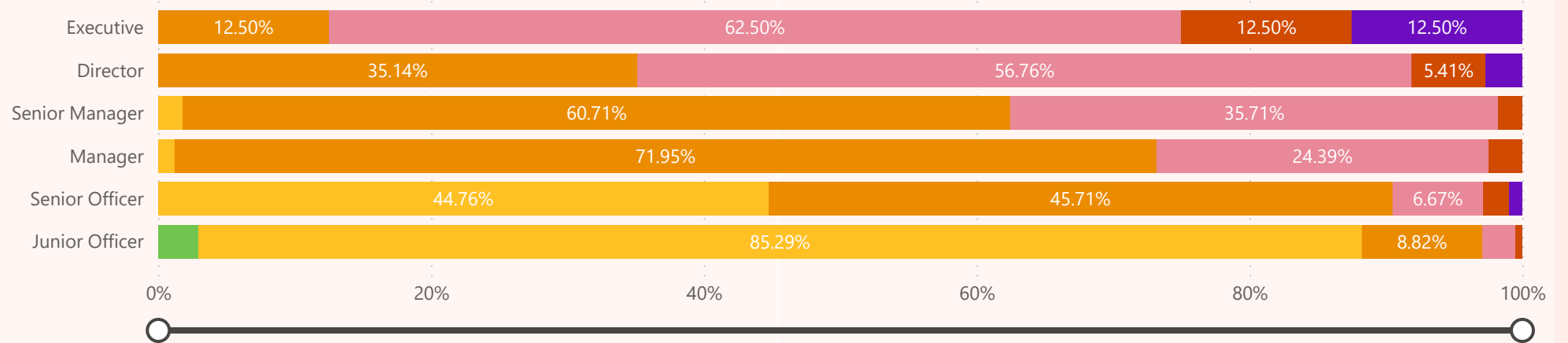
AGE

◆ Female ● Male



Employees by Job Level and Age group

Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69



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