

YOUR
GENDER
INCLUSION BASELINE



Among **EMPLOYEES**, the gender proportion is

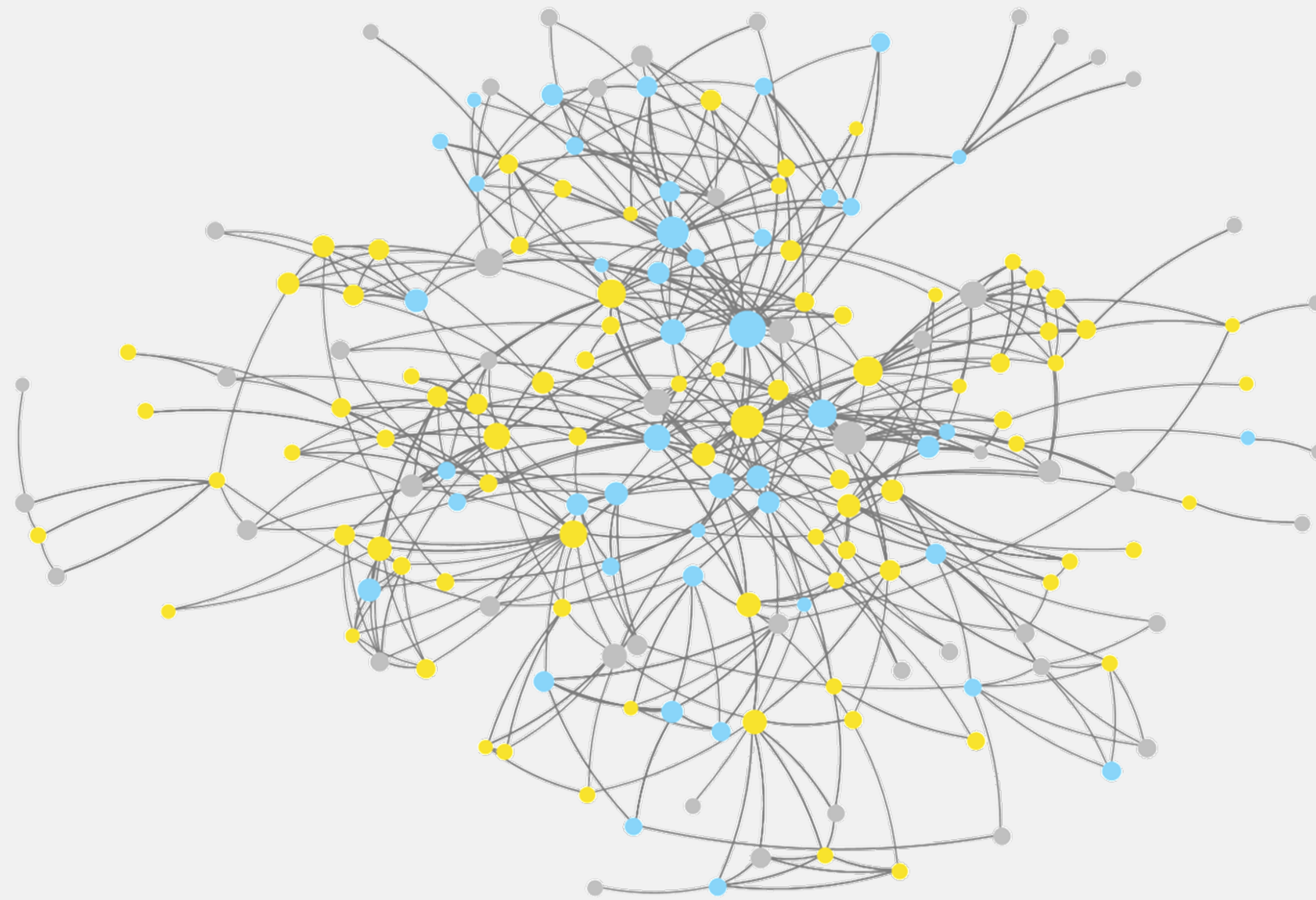
- 29% men
- 71% women

Among **MANAGERS**, the gender proportion shifts to

- 45% men
- 55% women

DATA FOUNDATION

- 145 responses
- Participation rate 82%
- March 2021

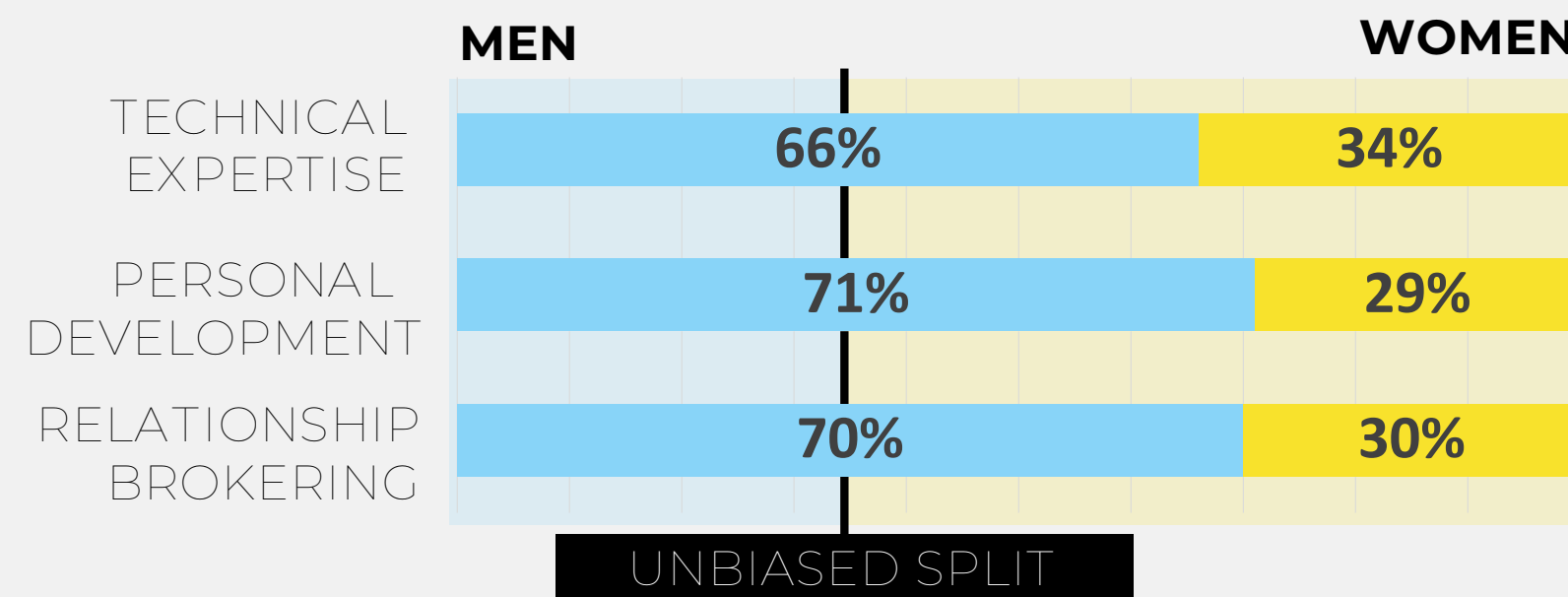


MEN are sought out **74%** more than women for help & advice on *technical expertise*

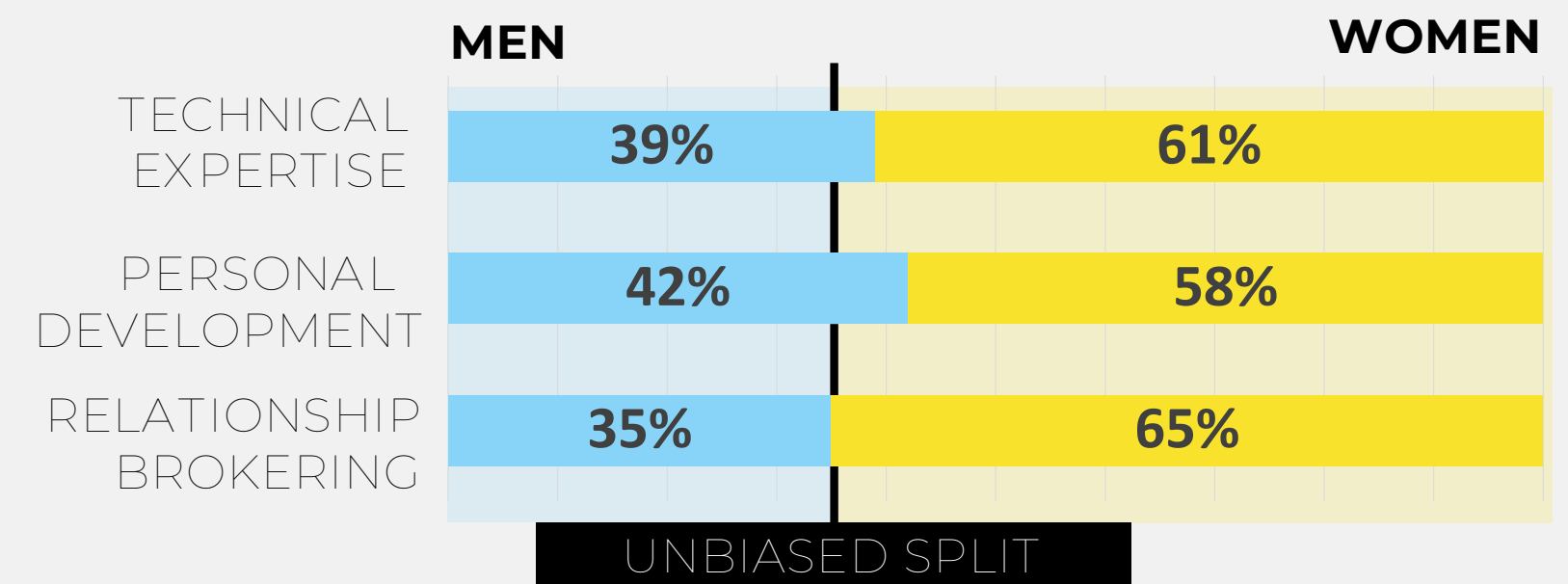
MEN are sought out **97%** more than women for help & advice on *personal development*

MEN are sought out **73%** more than women for help & advice on *relationship brokering*

MEN SEEK OUT...



WOMEN SEEK OUT...



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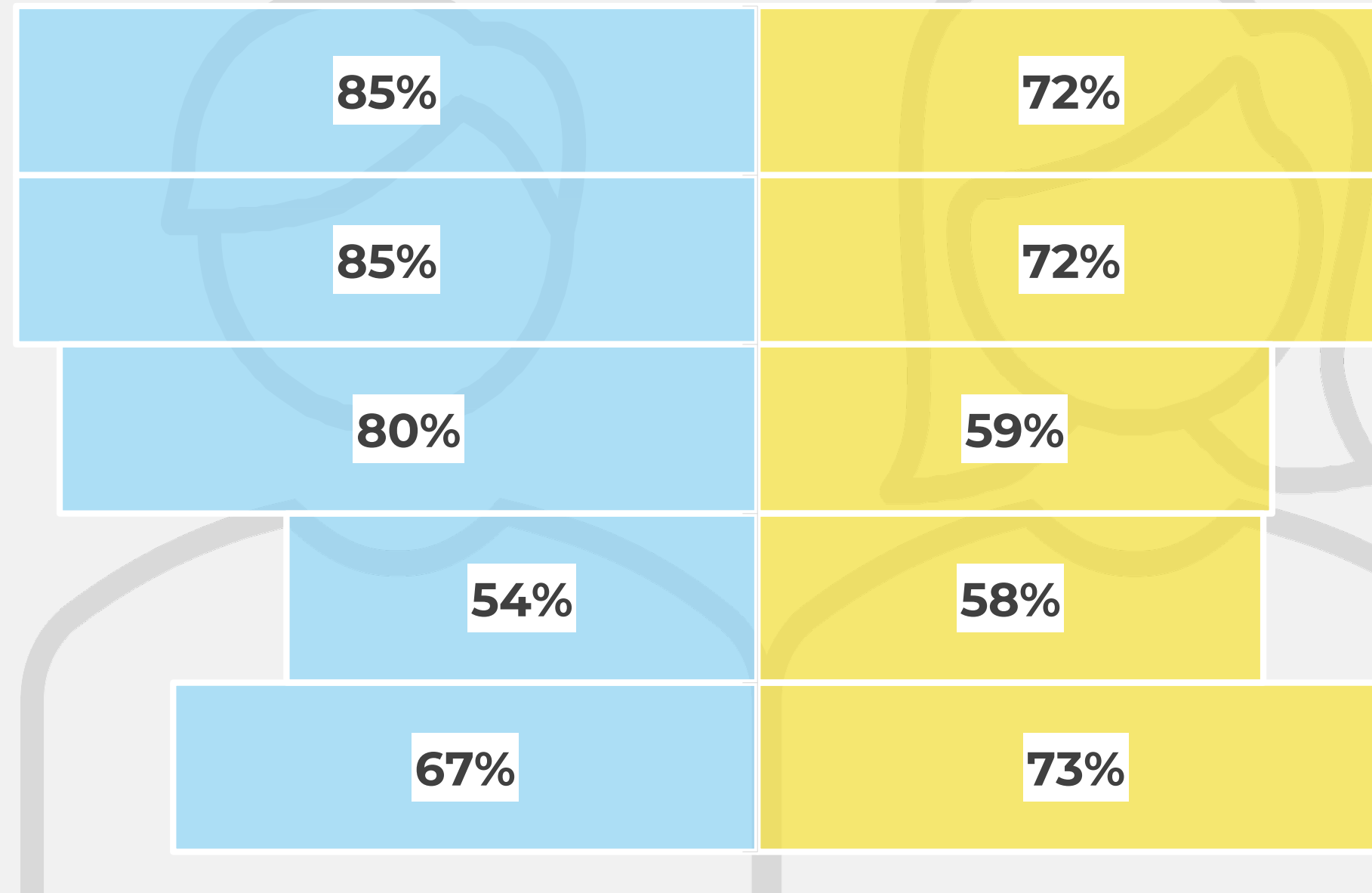
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%-PROPORTION THAT AGREED OR STRONGLY AGREED WITH THE STATEMENTS

- My opinion and ideas count in my work**
- I am given a real opportunity to improve my skills**
- I am involved in the right decisions**
- I am rewarded fairly according to my job performance**
- I am enabled to maintain a healthy balance between my work and personal life**

I would recommend our company as a great place to work

