

Our people data

Employee information

GRI 102-8

Employees by employment contract, by gender FY19

| | Permanent | Temporary | Total |
|--------------|--------------|------------|--------------|
| Female | 2,425 | 207 | 2,632 |
| Male | 2,541 | 337 | 2,878 |
| Total | 4,966 | 544 | 5,510 |

Employment type, by gender FY19

| | Full-time | Part-time | Total |
|--------------|--------------|------------|--------------|
| Female | 2,149 | 483 | 2,632 |
| Male | 2,629 | 249 | 2,878 |
| Total | 4,778 | 732 | 5,510 |

Employees by employment contract, by region FY19

| | Permanent | Temporary | Total |
|--------------------------------|--------------|------------|--------------|
| Europe, Middle East and Africa | 1,152 | 116 | 1,268 |
| Asia Pacific | 921 | 95 | 1,016 |
| Latin America and Caribbean | 507 | 26 | 533 |
| North America | 2,031 | 291 | 2,322 |
| Global Businesses | 155 | 13 | 168 |
| Group | 200 | 3 | 203 |
| Total | 4,966 | 544 | 5,510 |

Our people data

New hires

GRI 401-1

New hires by gender FY19 ¹

| | Total number | Rate |
|--------------|--------------|-------|
| Female | 559 | 52.4% |
| Male | 507 | 47.5% |
| Total | 1,066 | |

New hires by career level FY19 ¹

| | Female | Male | Total |
|----------------------|------------|------------|--------------|
| Partners | 11 | 28 | 39 |
| Senior Consultant | 26 | 65 | 91 |
| Consultant | 412 | 368 | 780 |
| Professional Support | 110 | 46 | 156 |
| Total | 559 | 507 | 1,066 |

New hires by region FY19 ¹

| | Total | Total |
|--------------------------------|--------------|-------|
| Europe, Middle East and Africa | 186 | 17.4% |
| Asia Pacific | 261 | 24.4% |
| Latin America and Caribbean | 120 | 11.2% |
| North America | 432 | 40.5% |
| Global Businesses | 43 | 4.0% |
| Group | 24 | 2.2% |
| Total | 1,066 | |

¹ New hire numbers include both full time and part time permanent employees.

Occupational health and safety data

Voluntary turnover GRI 401-1

Voluntary turnover by gender FY19 ¹

| | Total number | Rate |
|--------------|--------------|--------------|
| Female | 208 | 12.3% |
| Male | 292 | 12.0% |
| Total | 572 | 12.1% |

Voluntary turnover by region FY19 ¹

| | Total | Total |
|--------------------------------|------------|--------------|
| Europe, Middle East and Africa | 123 | 10.9% |
| Asia Pacific | 146 | 17.4% |
| Latin America and Caribbean | 51 | 10.8% |
| North America | 209 | 10.8% |
| Global Businesses | 20 | 13.5% |
| Group | 23 | 11.5% |
| Total | 572 | 12.1% |

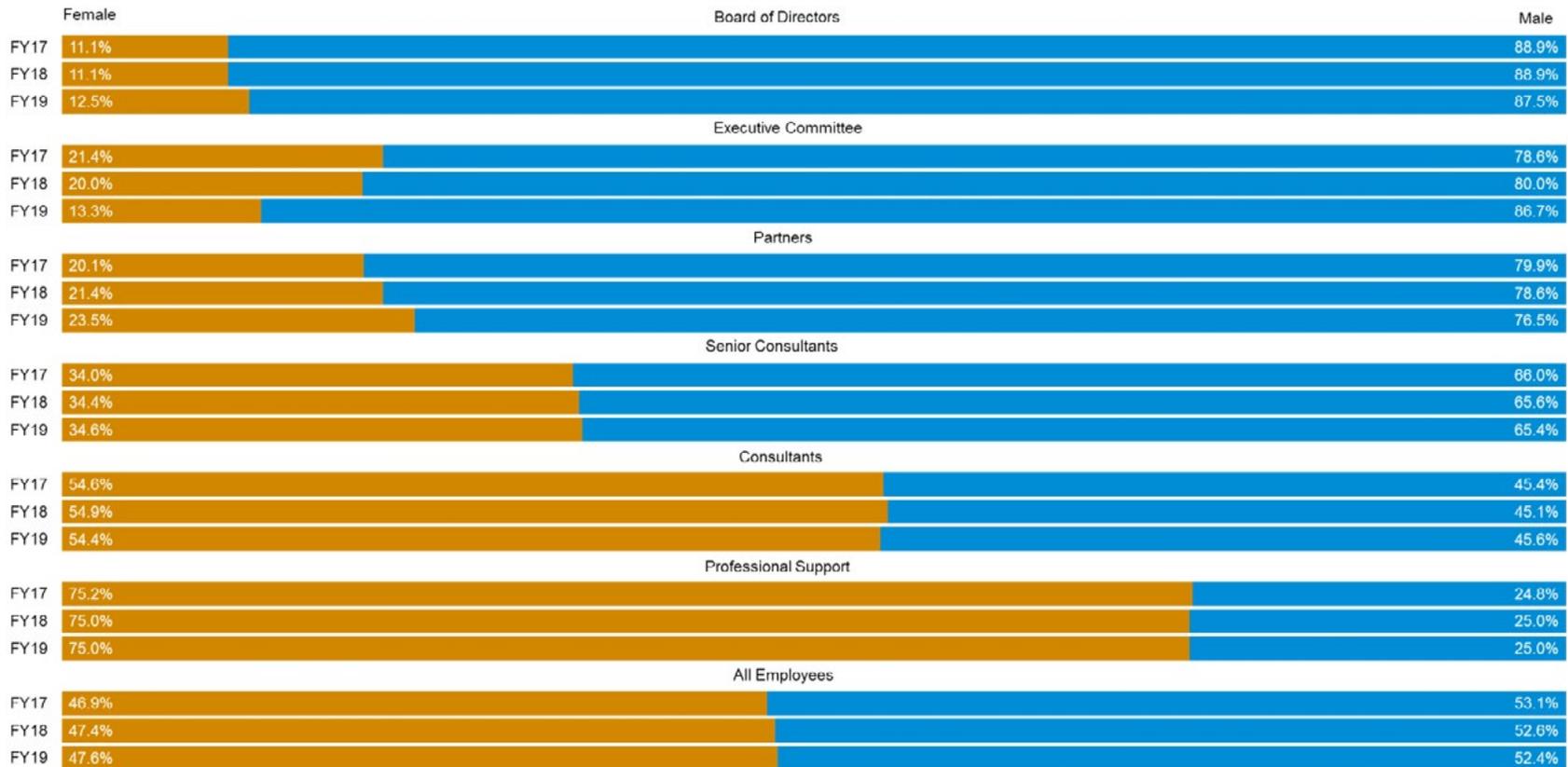
¹ Voluntary turnover include both full time and part time permanent employees

Occupational health and safety data

Diversity

GRI 405-1

Percentage of employees by gender FY19 ¹



¹ Senior Consultants includes all consultants at ERM career levels 4 and 5. Consultants includes all consultants at ERM career levels entry to level 3.

Occupational health and safety data

Diversity

GRI 405-1

Percentage of employees by age group FY19 ¹

| | Under 30 | 30-50 | Over 50 |
|--------------------------------|--------------|--------------|--------------|
| Europe, Middle East and Africa | 0.0% | 37.5% | 62.5% |
| Asia Pacific | 0.0% | 26.7% | 73.3% |
| Latin America and Caribbean | 0.2% | 46.2% | 53.6% |
| North America | 0.5% | 60.6% | 39.0% |
| Global Businesses | 34.4% | 57.7% | 7.9% |
| Group | 16.2% | 63.1% | 20.8% |
| Total | 22.5% | 57.9% | 20.0% |

¹ Senior Consultants includes all consultants at ERM career levels 4 and 5. Consultants includes all consultants at ERM career levels entry to level 3.