



SOCIAL INDICATORS

1. Diversity (DJSI 3.2.2)

1.1 Employees

Diversity Indicators 2020	Percentage (0 - 100 %)
Female share of total workforce (%)	40.5 %
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	47.6 %
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	33.08 %
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	42.11 %
Share of women in STEM-related positions (as % of total STEM positions)	43.37 %

1.2 Operators

Diversity Indicators 2020	Percentage (0 - 100 %)
Female share of total workforce (%)	9.4 %

1.3 Total Employees and operators

Diversity Indicators 2020	Percentage (0 - 100 %)
Female share of total workforce (%)	24.9 %
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	40.5 %
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	47.6 %
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	33.08 %
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	42.11 %
Share of women in STEM-related positions (as % of total STEM positions)	43.37 %

2. Workforce Breakdown: Other Minorities – Nationality (DJSI 3.2.3)

2.1 Employees

Breakdown	Share in total workforce (as % of total workforce)
Nationality	
Nationality 1 Peruvian	97.91 %
Nationality 2 Colombian	0.5424 %
Nationality 3 Bolivian	0.262 %
Nationality 4 Venezuelan	0.210 %
Nationality 5 Others (Argentina, USA, Mexico, Brazil, Ecuador, France, Chile, Chile, Costa Rica, Cuba, Guatemala, Italy)	1.1 %

2.2 Operators

Breakdown	Share in total workforce (as % of total workforce)
Nationality	
Nationality 1 Peruvian	100%

2.3 Total Employees and operators

Breakdown	Share in total workforce (as % of total workforce)
Nationality	
Nationality 1 Peruvian	99.12 %
Nationality 2 Colombian	0.22 %
Nationality 3 Bolivian	0.11 %
Nationality 4 Venezuelan	0.09 %
Nationality 5 Others (Argentina, USA, Mexico, Brazil, Ecuador, France, Chile, Chile, Costa Rica, Cuba, Guatemala, Italy)	0.46%

3. Workforce Breakdown: Other Minorities – Age (DJSI 3.2.4)

3.1 Employees

		> 75% of FTEs
Age groups:		
<30 years old	38.76%	
30-50 years old	52.02%	
>50 years old	9.22%	

3.2 Operators

		> 75% of FTEs
Age groups:		
<30 years old	24.17%	
30-50 years old	60.09%	
>50 years old	15.74%	

3.3 Total Employees and operators

		> 75% of FTEs
Age groups:		
<30 years old	30.31%	
30-50 years old	56.70%	
>50 years old	13.00%	

4. Gender Pay Indicators (DJSI 3.2.5)

Indicator	Difference between men and women employees (%)
Mean gender pay gap	-0.10

5. Training & Development Inputs (DJSI 3.4.1)

	FY 2020
Average hours of training and development per FTE Employees	23.069
Average hours of training and development per FTE Operators	7.04

	FY 2020	
Average hours of training and development per FTE Employees and operators	17.06	
Average amount invested in training and development per FTE	3,117.83	Soles

DATA BREAKDOWN

- Management level (e.g. junior/low level, middle, senior/top level management)

Breakdown – Management Level	Average Hours of Training per FTR
Top management - CEO (Alta Gerencia - Gerente General)	34.50
Top management - Vicepresidents (Alta Gerencia – Vicepresidente)	101.39
Executive - Managing Director (Ejecutivo - Managing Director)	97.33
Executive - Director (Ejecutivo - Director)	112.89
Executive - Manager (Ejecutivo – Gerente)	180.19
Middle Manager – Senior (Mando medio – Senior)	24.42
Middle Manager – Full (Mando medio – Pleno)	27.71
Individual Contributor - Senior (Contribuidor Individual – Senior)	22.47
Individual Contributor - Full (Contribuidor Individual – Pleno)	28.78
Individual Contributor - Junior (Contribuidor Individual – Junior)	19.76
Operators (Operarios)	7.04

6. Hiring (DJSI 3.5.1)

	FY 2019	FY 2020
Total number of new employee hires	517	505
Percentage of vacant positions filled by internal candidates (internal hires)	39.50	63.40
Average hiring cost / FTE		
Currency	USD - US Dollar	\$ 1366.389 \$ 1955.67

DATA BREAKDOWN

- Management level (e.g. junior/low level, middle, senior/top level management)

7. Employee Turnover Rate (DJSI 3.5.6)

	FY 2017	FY2018	FY2019	FY2020
Total employee turnover rate	17.80	13.50	14.10	11.60
Voluntary employee turnover rate	8.10	5.40	7.00	6.40
Data coverage (as % of all FTEs globally)	43.50	43.50	43.50	43.50

DATA BREAKDOWN

- Management level (e.g. junior/low level, middle, senior/top level management)

8. Employee Engagement (DJSI 3.5.7)

Method description	Unit	FY 2017	FY 2018	FY 2019	FY 2020	What was your target for FY 2020?
Organisational Health Index (OHI)	% of satisfaction	85% (decil superior)	82%(decil superior)	83% (decil superior)	86% (decil superior)	Decil superior
Data coverage	% of total employees	87	86	84	83	

9. Philanthropic Contributions (DJSI 3.6.3)

Diversity Indicator 2020	Total amount (in local currency)
Cash contributions	S/1,669,459.11
Time: employee volunteering during paid working hours	N/A
In-kind giving: product or services donations, projects/partnerships or similar	S/ 6,488,246.73
Management overheads	S/ 147,600



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