

# UK CULTURE KPI'S



## EMPLOYMENT

- Employment type (full/part) and gender
- Employment contract (temp/perm) and gender
- New hires by gender, age and region
- Turnover by gender, age and region, voluntary and involuntary

## STAFF SATISFACTION

- Engagement survey response rate (75% satisfaction rate)

## GENDER

- Gender
- Management positions vs gender
- Sexual orientation
- Gender identity

## D&I

- Age
- Sign Race at Work Charter, Think Act Report pledge, Social Mobility Pledge, UN LGBTI Standards, Disability Confidence L3 status by 2025
- Achieve Bronze status on the Business Disability Forum (BDF) standard.
- Achieve Top 100 Employer in Stonewall's Workplace Equality Index and maintain it.
- Be listed in the Social Mobility Index from a 2020 baseline.
- Improve D&I data collection rates
- Publish externally CBRE's Diversity make up
- Achieve and maintain National Equality Standard certification

## ETHNICITY

- 10% ethnic minority representation at Director level and above by 2025
- 20% ethnic minority representation at Associate Director level and below by 2025 in London, 15% outside of London.

## TRAINING

- All employees to complete basic or role specific sustainability training depending on need

## CARING RESPONSIBILITIES

- Caring responsibilities (primary carer of an under 18 year old or over 18 year old)

## WELL-BEING

- Obtain Well Certification on London Headquarters
- % of occupied space under WELL standard
- Total Recordable Incident Rate (TRIR) 0.6 by 2020
- Lost Time Incident Rate (LTIR) 0.04 by 2020
- Fatalities - none

## GENDER RATIO

- 30% female representation at Director level and above by 2025
- 60:40 gender split at Associate Director and below by 2025