



2024-2025 People Scorecard

Updated: January 23, 2025

Measure	KPI Description	Reporting Frequency	2023-24 Performance	2024-2025 Performance				YTD	Year End Forecast	2024-25 Target
				Q1	Q2	Q3	Q4			
Inspired and Healthy Workforce										
Time Loss Injury Rate (DART)	Number of recordable incidents per 100 employees that resulted in lost or restricted days or job transfer, due to work related injury or illness	Quarterly	0.05	0.64	0.16	0.27		0.36		1.00
Time Loss Severity Rate (Duration)	The average count of days that an employee takes off from work due to a workplace injury or illness.	Quarterly	1.08	10.02	1.30	4.43		5.25		<5.00%
Overtime	No. hours of OT during quarter / Total hours worked	Quarterly	2.36%	3.36%	2.03%	1.91%		2.43%		< 3.00%
Absenteeism	Total hours sick (paid and unpaid) / Total hours worked	Quarterly	5.37%	4.56%	5.08%	4.80%		4.81%		< 5.00%
Talent Acquisition and Development										
Performance Development	% of Leaders with an up to date and complete performance development plan Note: YTD is max of quarterly results	Quarterly	47.74%	1.75%	21.00%	28.57%		28.57%		80%
Talent Review	% of leaders with complete talent review Note: YTD is max of quarterly results	Quarterly	92%	7.0%	7.0%	74.0%		74.0%		80%
Organization Readiness and Capacity										
Vacancy Rate	No. of vacant positions with intention to backfill (posted) as of last date of quarter / Total headcount of positions on last date of quarter Note: YTD is average of quarterly results	Quarterly	4.32%	5.64%	4.55%	4.70%		4.96%		< 5.00%
Hard-to-fill Position Rate	No. of positions open greater than 90 days at end of quarter / No. of complement (Headcount filled + Posted) at end of quarter Note: YTD is average of quarterly results	Quarterly	1.28%	1.12%	0.99%	0.94%		1.02%		< 2.00%
Attrition Rate	No. of attritions during quarter / Headcount at start of quarter Note: YTD is sum of quarterly results	Quarterly	9.55%	2.99%	3.44%	1.89%		8.32%		< 10.00%

On-Track to meet year end target
 Off-Track to meet target, with recovery
 Off-Track to meet year end target, with no recovery plan in place