



Performance snapshot

EMEIA financial services
sustainability report 2016

Performance snapshot

For more information on significant trends, please refer to the relevant online content.

Workforce	FY16	FY15
Recruitment		
Experienced hires ¹	2,620	2,443
Graduates	1,640	1,610
Internal transfers²		
Inbound from non-EMEIA FSO	209	293
Outbound to non-EMEIA FSO	156	247
Assignments within EMEIA FSO	89	83
Attrition		
Leavers	2,960	2,673
Turnover	19%	20%
Employee engagement index		
Responded favourably	69%	67%

Training and Development	FY16	FY15
Learning and development³		
Average CE credits per employee	44	46 ³
Participants	12,068	11,995 ³
Total CE credits	528,074	551,770 ³
Leadership development		
Number of employees promoted to partner	34	35
External hire partners	25	33
Employees participated in international experiences ⁴	11%	10%

Community investment	FY16	FY15
Volunteering and Pro Bono		
Volunteers	1,035	693
% headcount	9	7
Totals hours committed	15,955	7,475
Hours donated per volunteer	15	11
Cash donations		
Total community investment (US\$)	1.12m	1.09m ⁵

Diversity	FY16		FY15	
	Female	Male	Female	Male
Gender split				
Recruitment				
Experienced hires ¹	1,020 (39%)	1,600 (61%)	980 (40%)	1,463 (60%)
Graduates	628 (38%)	1,012 (62%)	659 (41%)	951 (59%)
Employees numbers				
Partners/director	164 (17%)	774 (83%)	132 (16%)	697 (84%)
Senior manager	478 (31%)	1,058 (69%)	427 (30%)	974 (70%)
Manager	689 (39%)	1,073 (61%)	632 (39%)	984 (61%)
Senior	1,392 (45%)	1,731 (55%)	1,239 (44%)	1,575 (56%)
Associate	1,615 (45%)	2,014 (55%)	1,472 (45%)	1,783 (55%)
Interns	181 (40%)	275 (60%)	161 (39%)	249 (61%)
Full-time	4,042 (35%)	6,746 (59%)	3,614 (35%)	6,092 (59%)
Part-time	477 (4%)	179 (2%)	413 (4%)	207 (2%)
Leadership development				
Number of employees promoted to partner	12 (35%)	22 (65%)	11 (31%)	24 (69%)
External hire partners	4 (16%)	21 (84%)	3 (9%)	30 (91%)

Operations	FY16	FY15
Number of employees	11,444	10,325
Countries	14	14
Locations	68	65 ⁶
Full-time	94%	94%
Part-time	6%	6%

Environment	FY16	FY15
Carbon emissions (tCO_{2e})⁷		
Scope 1: Direct fuel usage	3,257	1,517
Scope 2: Office energy consumption	6,467	6,914 ⁸
Scope 3: Business travel	30,204	23,313
Total carbon emissions	39,929	31,744 ⁸
Carbon emissions per FTE	3	3
Air travel		
Total carbon emissions	26,789	20,265

Footnotes:

- All ranks excluding graduates.
- Calculation is based on total internal transfers plus EY Vantage Program placements in FY16 for all EMEIA FSO markets excluding Germany, Switzerland and Austria (GSA) where FY16 data was not available due to a software upgrade. For GSA, FY15 data has been used with an assumption that year-over-year activity has remained constant.
- In FY16, EY improved the accuracy of its learning and development reporting, moving from reporting training hours to reporting continuous education (CE) credits. CE credit data is not available for FY15. FY15 data is training hours therefore a conclusion on year-over-year performance is not appropriate. A gender split for CE credit data is not available.
- Includes internal transfers, individual on-demand assignments as well as participants in the following programmes: New Horizons, AuditPlus and Resource Sharing Program.
- Following a debit/credit review across financial year boundaries, the FY15 value has been restated from US\$1.14m to account for a calculation error in the prior year.
- The FY15 value has been restated from 69, following the identification of a naming error.
- The systems across EMEIA Financial Services reflect the structure of a market-held Partnership and therefore are not fully integrated. Our systems are continuously being reviewed and upgraded and this resulted in some implementation challenges during FY16. 9% of the FY16 carbon footprint is estimated based on prior year data and year-over-year headcount changes.
- The Scope 2 data has been restated from 7,441 tCO_{2e}, to account for green electricity consumption in FY15.