

Parameter	Kennametal	Sectoral Average	Your Sectoral Position	Target to Reach 1st Quartile
% Of Female Board Of Directors	33.33%	17.96%	1st Quartile	
% Employee Turnover Rate	15.78%	10.89%	3rd Quartile	7.14%
% Of Female Permanent Employees Covered With Health Insurance	100.00%	92.86%	1st Quartile	
% Of Permanent Employees Covered With Accident Insurance	100.00%	78.57%	1st Quartile	
% Of Health And Safety Practices Of Value Chain Partners	100.00%	47.62%	1st Quartile	
% Of Employees Or Workers Paid More Than Minimum Wages	100%	62.70%	1st Quartile	
% Of Directly Sourced From MSMEs Or Small Producers	6.00%	33.85%	4th Quartile	69.43%