

InHealth Intelligence Group Ltd

Gender Pay Report

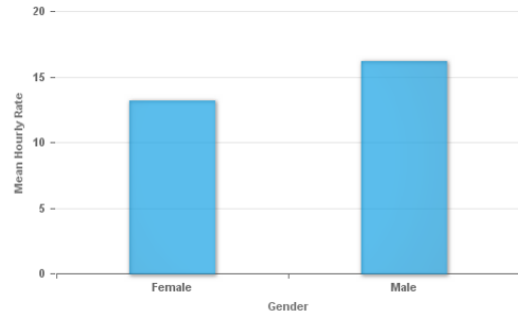
1st April 2019 to 31st March 2020

Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	428
Male	131
Total	559

Gender	Mean Hourly Rate
Female	13.14
Male	16.20
Mean Average	13.86

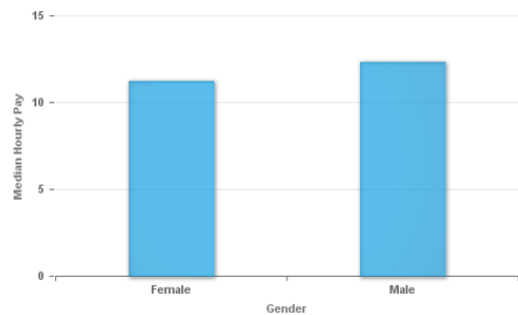
Female MHR: 13.14
Male MHR: 16.2
Female MHR Difference: 3.05
Mean GPG Hourly Rate %: 18.85%



Metric 2: Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay
Female	11.24
Male	12.34
Average	11.24

Female MedianHR: 11.24
Male MedianHR: 12.34
Female MedianHR Difference: 1.1
Median GPG Hourly Rate %: 8.91%

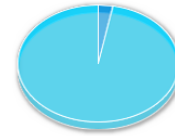


Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	15	458	3.28%
Male	4	137	2.92%
Total	19	595	3.19%



Proportion Females Receiving Bonus: 3.28%

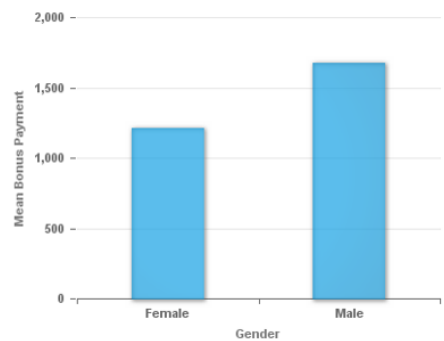


Proportion Males Receiving Bonus: 2.92%

Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	1210.45
Male	1671.89
Mean Average	1307.59

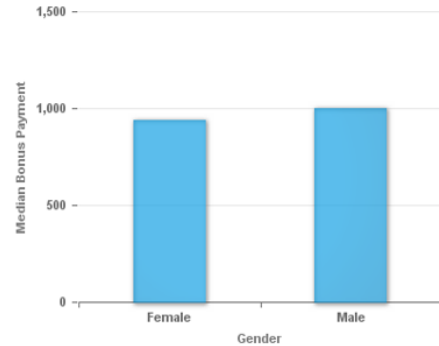
Female Mean Bonus: 1,210.45
Male Mean Bonus: 1,671.89
Female Mean Bonus Difference: 461.44
Mean GPG Bonus %: 27.6%



Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	942.05
Male	1000.02
Average	942.05

Female Median Bonus: 942.05
 Male Median Bonus: 1,000.02
 Female Median Bonus Difference: 57.97
 Median GPG bonus %: 5.8%



Metric 6: Proportion of Males and Females in Q

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	137	107	30	78.1%	21.9%
Lower Middle Quartile	149	123	26	82.55%	17.45%
Upper Middle Quartile	155	125	30	80.65%	19.35%
Upper Quartile	142	94	48	66.2%	33.8%

Health Intelligence Gender Pay Report context

The mean average gender pay gap of 18.9% is a decrease of 12.8% compared to last year. There is no significant change in quartiles from last year, with 12% less women in the upper pay quartile compared to the lowest.

The bonus gap has more than halved from 58.1% in 2019 to 27.6% in 2020, with a greater number of women eligible for bonus, although the gap remains and this is primarily due to more senior male roles within Health Intelligence.

Future planning to address this gap includes a leadership development program with a focus on female places, talent planning and increased training programs designed to upskill and encourage women to develop and grow into senior roles. This includes planning an MBA senior leadership programme in 2020 to attract more women into senior management roles.