

InHealth Group Ltd Gender Pay Report

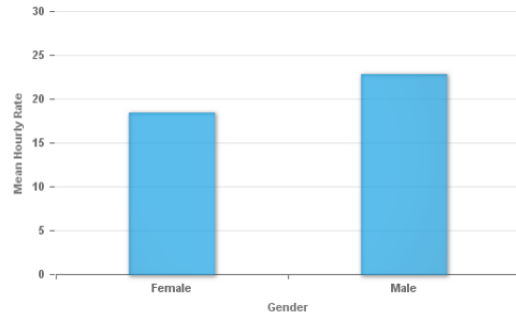
1st April 2019 to 31st March 2020

Metric 1: Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	1042
Male	538
Total	1580

Gender	Mean Hourly Rate
Female	18.37
Male	22.82
Mean Average	19.89

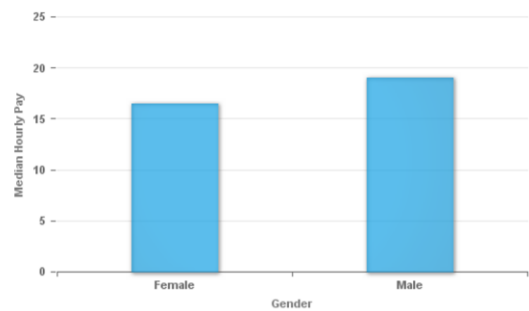
Female MHR: 18.37
 Male MHR: 22.82
 Female MHR Difference: 4.44
 Mean GPG Hourly Rate %: 19.47%



Metric 2: Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay
Female	16.5
Male	18.98
Average	17.76

Female MedianHR: 16.5
 Male MedianHR: 18.98
 Female MedianHR Difference: 2.48
 Median GPG Hourly Rate %: 13.04%

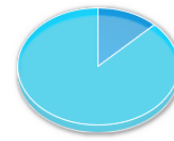


Metric 3: Proportion of Males and Females receiving a Bonus Payment

Gender	No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
Female	99	1320	7.50%
Male	75	604	12.42%
Total	174	1924	9.04%



Proportion Females Receiving Bonus: 7.50%

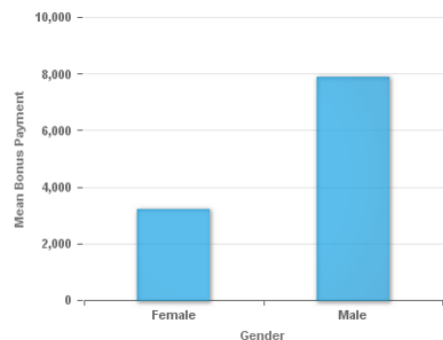


Proportion Males Receiving Bonus: 12.42%

Metric 4: Mean Bonus Gender Pay Gap

Gender	Mean Bonus Payment
Female	3215.25
Male	7883.69
Mean Average	5227.51

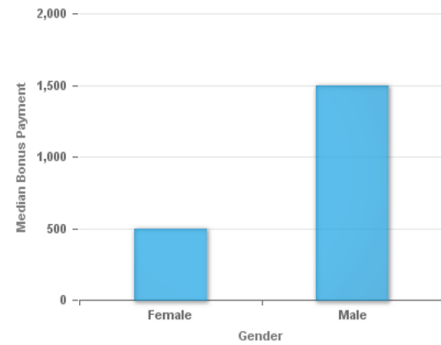
Female Mean Bonus: 3,215.25
 Male Mean Bonus: 7,883.69
 Female Mean Bonus Difference: 4,668.44
 Mean GPG Bonus %: 59.22%



Metric 5: Median Bonus Gender Pay Gap

Gender	Median Bonus Payment
Female	500
Male	1500
Average	1500

Female Median Bonus: 500
 Male Median Bonus: 1,500
 Female Median Bonus Difference: 1,000
 Median GPG bonus %: 66.67%



Metric 6: Proportion of Males and Females in Quartile

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	395	324	71	82.03%	17.97%
Lower Middle Quartile	398	253	145	63.57%	36.43%
Upper Middle Quartile	398	231	167	58.04%	41.96%
Upper Quartile	397	237	160	59.7%	40.3%

InHealth Gender Pay Report context

The mean average gender pay gap of 19.5% shows a reduction of almost a fifth since 2017, when the gap was 24.1%. However, changes in some senior roles within the organisation over the last 12 months have had an adverse impact and this is reflected throughout the data when using 2019 as a comparator.

This impact is seen in the 8.0% decrease in women in the upper quartile band over the past year and conversely a 6.4% increase in the lower quartile compared to 2019, which is closer to the 81% of 3 years ago.

4.9% more men received bonuses in 2020 which corresponds with more men in senior roles. This data includes commission payments linked to business development roles, of which 75% are held by men.

Our Leadership Academy aims to improve the quality of leadership and management at InHealth. We have focussed our places on female staff with a 65% female cohort on our Leadership Development programme. We are also planning an MBA senior leadership programme in 2020 to attract more women into senior management roles.

Our graduate programmes and apprenticeship schemes target the lower quartile, with 120% more women enrolled than men. We hope that our training focus will bring more women into senior management roles at InHealth in the future.