

GENDER PAY GAP REPORT 2024



1

INTRODUCTION AND BACKGROUND OF THE GENDER PAY GAP



At InHealth, we are dedicated to creating an inclusive workplace where every colleague can thrive and reach their full potential.

As part of this commitment, we welcome the opportunity to share our gender pay gap report, which reflects our ongoing focus on promoting fairness and equity across our organisation.

Under the UK Gender Pay Gap Reporting Regulations, private sector employers with over 250 employees are required to publish annual gender pay data across six key metrics by 4th April. This includes the mean and median pay gaps for hourly and bonus pay, the proportion of males and females receiving a bonus, and the gender distribution across pay quartiles.

This report presents our gender pay gap data, in line with UK legislation, and provides an overview of the actions we are taking to reduce the gap. This report includes data for InHealth Limited and InHealth Intelligence, subsidiaries of the InHealth Group. The data is based on a snapshot taken on 5th April 2024 for hourly pay calculations and includes bonuses paid during the preceding 12 months. The calculations follow the government's prescribed methodology to ensure consistency and accuracy. The figures have been sourced directly from our integrated HR and payroll systems.

I confirm that the information and data reported are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Maz Fosh
Chief People Officer
20th March 2025



Maz Fosh
Chief People Officer

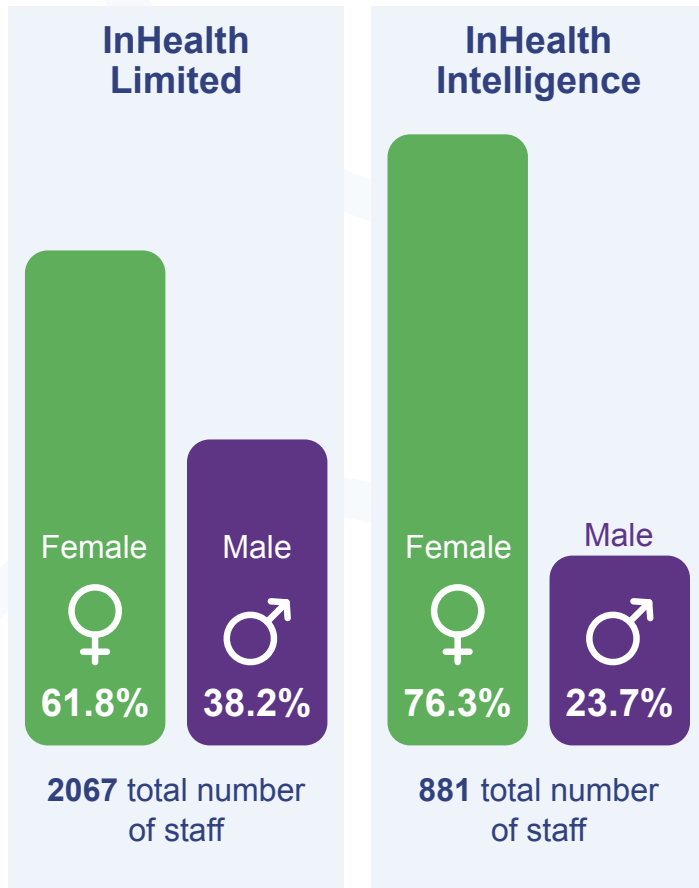
2

INHEALTH GENDER PAY GAP REPORTING

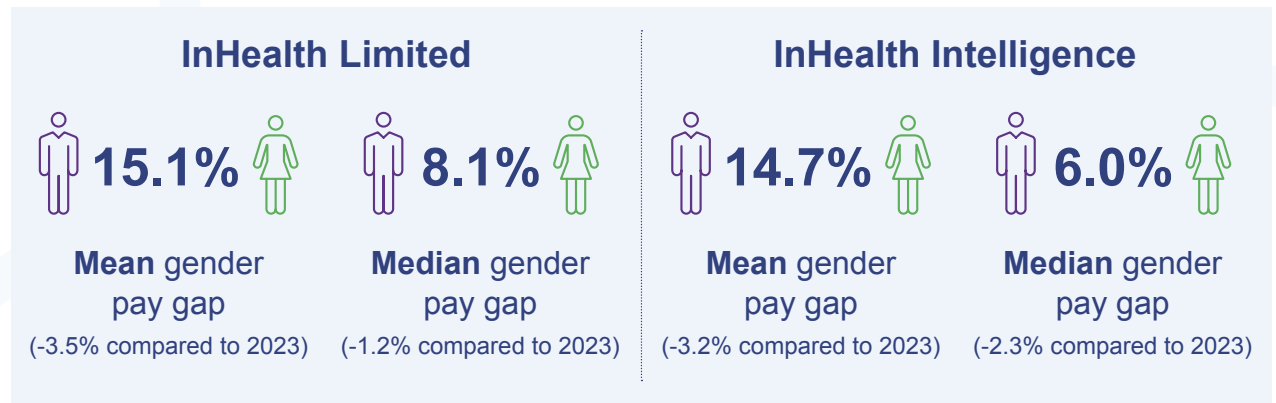


Gender proportions of the workforce

On the snapshot date of 5th April 2024, the relevant employees used to calculate the Gender Pay Gap data include:



Gender Pay Gap



The mean gender pay gap shows the percentage difference between the average hourly pay of men and women, calculated by adding all pay rates together and dividing by the total number of people.

The median gender pay gap shows the percentage difference in hourly pay between the middle-ranking woman and the middle-ranking man, when all employees are ordered from lowest to highest paid. The median gender pay gap provides a way of looking at the pay gap avoiding the influence of very high or very low salaries.

Both InHealth Limited and InHealth Intelligence have seen positive reductions in their mean and median gender pay gaps compared to the previous year. This marks the smallest gender pay gaps recorded in the past five years, a period during which our workforce has consistently grown.

The provisional estimates from the Office of National Statistics as of October 2024 [1] show an average national median gender pay gap as 13.1%, we are pleased to see that we are achieving above national average for our median figures at 8.1% and 6.0%. We will continue our work to close the gender pay gap in our organisation.

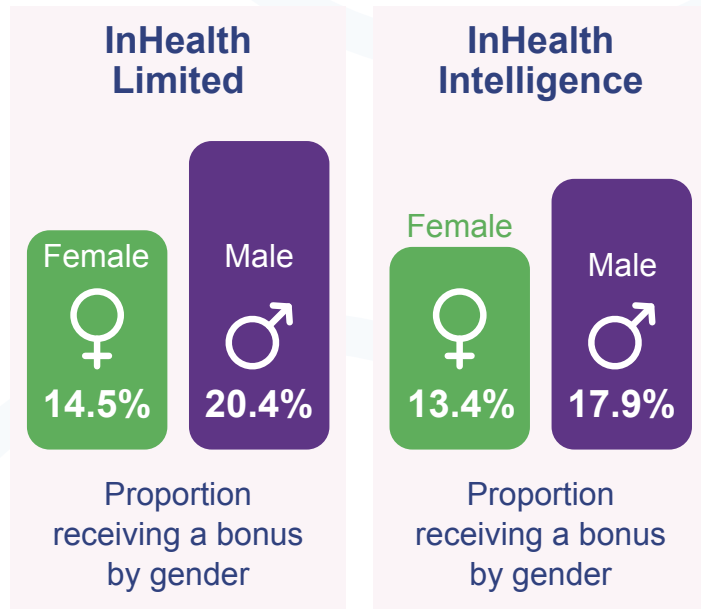
2

INHEALTH GENDER PAY GAP REPORTING

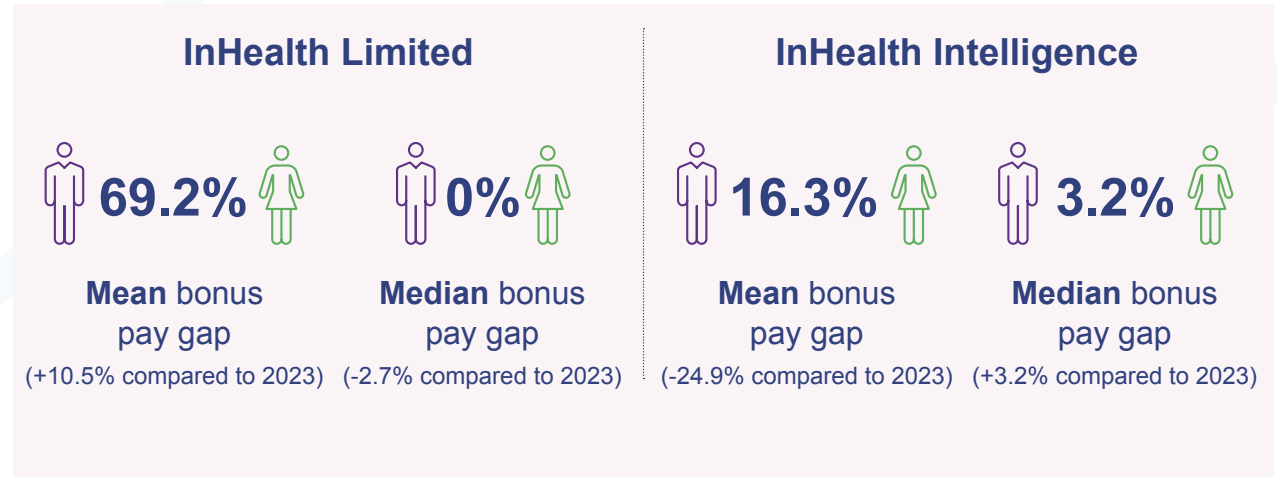


Gender Proportions of bonus payments

The data below shows the proportion of males and females receiving bonus payments in the 12 month period ending 5th April 2024. Bonus payments used in this calculation include: commission, incentives, relocation payments and refer-a-friend bonuses.



Bonus gender pay gap



The bonus gender pay gap shows the percentage difference between the average bonus paid to men and women by mean and median averages. Some members of staff, dependent on their role, are eligible to receive a bonus - this includes some senior managers, customer facing and sales staff.

The mean bonus gender pay gap is driven by the fact that there is a higher proportion of men receiving the larger bonuses based on the roles they occupy. To lessen potential for bias, our bonus scheme follows a set process outlined in our 'InHealth Senior Management Bonus & Commission Scheme Policy' and the 'Performance, Patients / Customers and People (PPP) Bonus Scheme' framework, with all proposals reviewed and approved by the Executive Team.

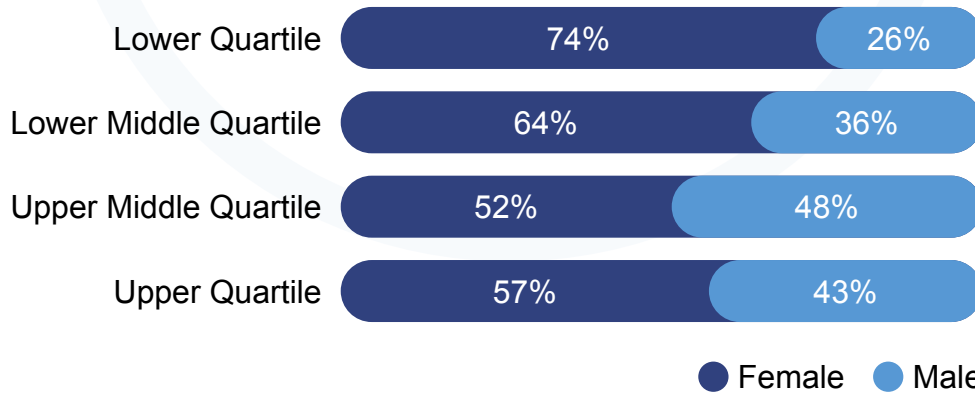
2

INHEALTH GENDER PAY GAP REPORTING

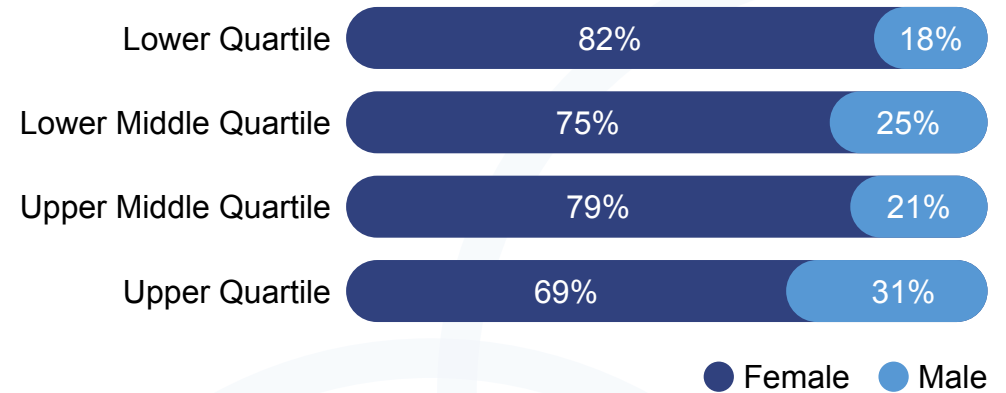


Gender proportions across pay quartiles

InHealth Ltd 2024



InHealth Intelligence 2024



Pay quartiles are calculated by splitting all staff in the organisation into four even groups according to their hourly pay. This report looks at the percentage of women and men in each of those pay quartiles.

Women occupy a larger proportion of our workforce and a key driver of the gender pay gap is the fact that we have fewer men in the lower quartile compared to the upper quartile. This is common in the healthcare industry but for InHealth Limited and InHealth Intelligence, the proportion of men in the lower quartile has increased since we started reporting in 2019.

3

ACTIONS TO ADDRESS THE GENDER PAY GAP AND SUPPORT GENDER EQUITY



We remain committed to taking positive steps to ensure equality, diversity and inclusion initiatives continue to be embedded across the organisation and any potential for bias is reduced. The following actions provide an overview of the steps we have or are taking to help reduce the gender pay gap and foster an inclusive and equitable workplace.

Processes to support fair pay:



- We will continue to ensure transparent pay and reward processes and policies, including our **pay banding structures**, in key areas of the workforce.
- We plan to continue our **evidence-based** approach to salaries both at the point of recruiting and pay progression.

Inclusive recruitment practices:



- Members of our Talent Acquisition Team will have access to **inclusive recruitment training** and resources.
- We will create a dedicated Talent Acquisition and Onboarding Equality, Diversity and Inclusion **working group** to review actions to support inclusive recruitment practices and drive these forwards.

Progression and development:



- Continue to improve awareness and access to our Leadership Development Programme. (For this time period, our leadership development programme had a **77% female cohort**.)
- We will grow our Learning and Development Team, including a new **Head of Learning & Development**, who will review and improve our learning and development offer.
- We plan to update our **appraisal process** to support identifying and discussing areas for professional development and setting of SMART objectives.

3

ACTIONS TO ADDRESS THE GENDER PAY GAP AND SUPPORT GENDER EQUITY



Flexible working:

- We recognise that in order to be an inclusive workplace, we need to be flexible in our approach to work and have a range of ways that we can facilitate this via our **Flexible Working Policy**, which includes offering part-time hours, hybrid and remote working where possible, condensed hours and term-time contracts.



Fostering an inclusive culture and supporting gender equity:

- We will continue to deliver actions to foster an inclusive and equitable workplace as part of our dedicated **Equality, Diversity and Inclusion strategy** and action plan, including activities to provide awareness and support linked to Women's Health, menopause, period dignity and Women in Leadership.
- We will continue to provide regular staff communications reflecting on key awareness days and opportunities to **educate, signpost support and identify actions** to support topics relating to the experiences of women.



Supporting staff engagement and psychological safety:

- We are proud of our continued **high staff engagement scores** and ensure we continue to give our colleagues opportunities to speak up and shape the actions we are taking for continuous improvement, ensuring that InHealth reflects the needs of the people within it. We have a number of **staff forums** including an EDI forum, Staff Partnership Forum and Wellbeing Steering Group, as well as ensuring secure and confidential routes for speaking up.

