

In accordance with the reporting requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations we have published our gender pay gap data for Egton Medical Information Systems Ltd and Medical Imaging UK Ltd. We have also taken this opportunity to voluntarily publish our consolidated gender pay gap data for EMIS Group.

The gender pay gap is the difference in the average pay and bonuses of all male and female employees across an organisation. Whilst we are confident that we have equal pay for work of equal value, we do have a gender pay gap as illustrated by our published gender pay data below. This is primarily due to there being a lower proportion of female employees in senior positions compared to male employees, but is also impacted by wider issues. In the UK, the number of women currently graduating in core science, technology, engineering and mathematics (STEM) subjects is 24%. This figure falls to 15% for computer science graduates<sup>a</sup>. We are therefore currently operating with an imbalance in our gender talent pool which has a direct impact on the gender balance of our workforce.

	Egton Medical Information Systems Ltd			Medical Imaging UK Ltd			EMIS Group		
<b>Mean and median pay and bonus<sup>1</sup></b>		Mean	Median		Mean	Median		Mean	Median
	Gender pay gap	11.4%	2.4%	Gender pay gap	25.8%	12.4%	Gender pay gap	17.6%	14.1%
	Gender bonus gap	1.5%	19.4%	Gender bonus gap	0%	0%	Gender bonus gap	7.6%	- 31.2%
<b>Proportion of employees receiving a bonus<sup>2</sup></b>	Male: 25.4%	Female: 34.4%	Male: 0%	Female: 0%	Male: 27.1%	Female: 25.3%			
									
<b>Proportion of employees in each pay quartile<sup>3</sup></b>	Pay quartile	Male	Female	Pay quartile	Male	Female	Pay quartile	Male	Female
	Upper	69.7%	30.3%	Upper	40.0%	60.0%	Upper	71.0%	29.0%
	Upper middle	65.3%	34.7%	Upper middle	23.3%	76.7%	Upper middle	63.9%	36.1%
	Lower middle	68.6%	31.4%	Lower middle	11.7%	88.3%	Lower middle	59.9%	40.1%
	Lower	60.0%	40.0%	Lower	21.7%	78.3%	Lower	47.6%	52.4%

1. The gender pay gap shows the difference between the mean (average) and the median (mid-point) pay and bonuses paid to all male and female employees.
2. The proportion of male and female employees who were paid bonuses.
3. The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate.

<sup>a</sup> Wise Campaign for gender balance in science, technology & engineering – Core STEM Graduates 2017

## **Understanding the gender pay gap data**

The mean gender pay gap across the Group is 17.6% which is broadly in line with the current UK average of 17.4%. The median gender pay gap across our Group is 14.1% which compares favourably to the current UK median of 18.4%.<sup>b</sup>

The mean gender pay gap is higher than the median gender pay gap across the two reportable entities and the Group as a whole. This is a consequence of a larger number of male employees occupying the most senior positions compared to female employees resulting in a higher mean average male hourly rate of pay. The median pay gap is lower because we have similar pay practices at the mid-point of our male and female populations.

The mean and median gender pay gap is higher across Medical Imaging UK Ltd compared to Egton Medical Information Systems Ltd. This is primarily due to a larger proportion of the male workforce occupying senior positions compared to the female workforce across Medical Imaging UK Ltd in comparison to Egton Medical Information Systems Ltd.

The median gender bonus gap across the Group is -31.2% meaning that the mid-point bonus paid to female employees is higher compared to male employees. The mean gender bonus gap across the Group is 7.6% meaning that the average bonus paid to male employees is higher compared to female employees. This difference is due to a larger number of male employees occupying the most senior positions, where the highest bonuses were received, compared to female employees.

## **Our commitment to equality and diversity**

Equality and diversity is very important to us and we recognise the benefits that a diverse workforce brings to the business. As we continue to foster a culture of equal opportunities, we will monitor our gender pay gap and strive to improve the gender balance within senior positions. In this regard, we are going to focus primarily on 4 areas this year:

1. Setting up within EMIS Group a women's network to discuss ideas about how to address issues which lead to the Gender Pay Gap and to present proposals for change to the Executive team.
2. An improvement in the approach to Maternity provisions which will take us above the statutory minimum and will be focussed towards supporting return to work.
3. A relaunch of our Flexible Working policy with an emphasis on more transparency around decisions made to support flexible arrangements, such as term time working.
4. Support, through coaching, for women building careers in EMIS Group after time away from the workplace.

I confirm that our gender pay gap data has been calculated according to the requirements of the Regulations.

**Andy Thorburn**  
**Chief Executive Officer**

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<sup>b</sup> ONS Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results