





## EMIS Group – Gender Pay Gap (GPG) Disclosure

In accordance with the reporting requirements set out in the Equality Act 2010 (GPG Information) Regulations 2017, we have published our GPG data for Egton Medical Information Systems Ltd. We have also taken this opportunity to voluntarily publish our consolidated 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. We first published our gender pay gap in 2017 and are pleased to report continued improvement.

We remain committed to continuing to improve the experience that female employees have working at EMIS, having introduced a number of programmes over recent years including the Women’s network and the Returners scheme which support women at EMIS.

We are pleased to see that the GPG at EMIS Group has fallen for the fourth consecutive year by a further **3.9%** in 2020, a drop in the GPG from a mean GPG of **10.3%** in 2019 to **6.4%** in 2020. We do have a lower proportion of female employees in senior positions compared to male employees, however we continue to focus on a number of initiatives, via our Women in EMIS group to continue our efforts in developing more opportunity for women and supporting their careers across the EMIS Group. For the coming year this includes raising awareness and support of health issues that affect women’s working lives, the introduction of buddy systems for female returners and running targeted recruitment campaigns.

	Egton Medical Information Systems Ltd			EMIS Group		
		Mean	Median		Mean	Median
Mean and median pay and bonus	Gender pay gap 2020	4.6%	-4.9%	Gender pay gap 2020	6.4%	0.6%
	<i>GPG 2019</i>	<i>9.1%</i>	<i>0.0%</i>	<i>GPG 2019</i>	<i>10.3%</i>	<i>4.2%</i>
	Gender bonus gap 2020	-17.1%	16.9%	Gender bonus gap 2020	-29.4%	13.2%
Proportion of employees receiving a bonus in 2020	Male: 29.3%			Female: 29.1%		
						
Proportion of employees in each pay quartile in 2020	Pay quartile	Male	Female	Pay quartile	Male	Female
	Upper	70.7%	29.3%	Upper	74.1%	25.9%
	Upper middle	64.1%	35.9%	Upper middle	66.0%	34.0%
	Lower middle	72.2%	27.8%	Lower middle	71.8%	28.2%
	Lower	67.8%	32.2%	Lower	67.2%	32.8%

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

**Andy Thorburn**  
Chief Executive Officer