

Optical Express is committed to achieving equity and parity, and we believe that this is fairly represented across our business in terms of equal pay in relation to individual roles. There is no gender pay gap at Optical Express, colleagues who carry out the same role are paid equally, regardless of gender. Our recruitment process is based solely on ability. Our patients represent diverse cultures across the UK, and we are proud that our colleagues in our business reflect that. A significant proportion of the Optical Express Executive Leadership Team are female, each playing a key leadership role in their respective areas of responsibility within the business.

We have submitted these results based on a snapshot of our pay data as of 05 April 2021. Optical Express is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report documents the statistical analysis of the gender pay gap in Optical Express and is based on six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual colleagues' data. We have established this statistical overview by using our existing HR and payroll records.

**The results will be interpreted to assess the following:**

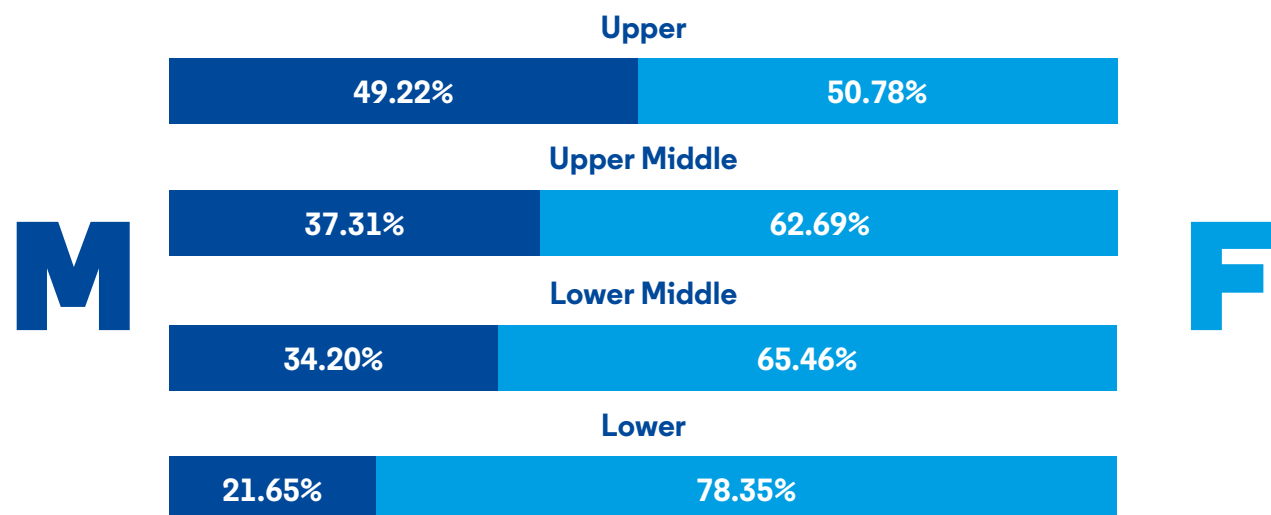
- **the levels of gender equality in our workplace.**
- **the balance of male and female employees at different levels.**
- **how effectively talent is being maximised and rewarded.**

At Optical Express we are committed to helping each one of our colleagues realise their potential and recognise their individual contributions by rewarding excellent performance.

### HOURLY RATE PAY GAP

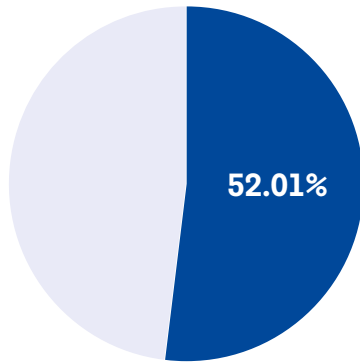
	Male	Female	% Difference
Mean	22.83	13.28	41.83%
Median	13.82	10.13	26.70%

### PROPORTION OF MALE AND FEMALE UK COLLEAGUES ACCORDING TO HOURLY QUARTILE PAYBANDS

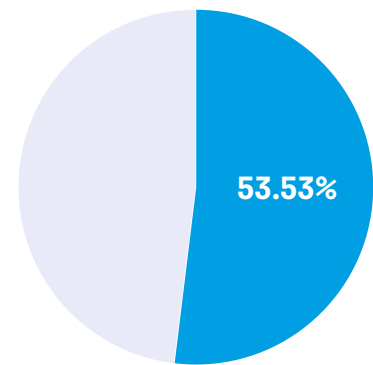


**PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY**

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**PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY**

	Male	Female	% Difference
Mean	3155.48	502.62	84.07%
Median	651.36	243.74	62.58%

Optical Express wishes to help every colleague achieve the work/life balance they seek and so we strive to offer flexible working options to all our colleagues. In addition, the mix of roles at Optical Express also influences the report's results. We recognise that within the many different areas of our business there is a strong variance in gender representation in certain roles. For example, the highest paid colleagues are the company's ophthalmic surgeons, and in the UK the pool of ophthalmic surgeons with the required skills is overwhelmingly made up of males, this is due to the gender imbalance within the field and is not specific to Optical Express. Meanwhile, the colleagues in our patient care roles are predominantly female. Colleagues who perform the same role earn the same rate of pay regardless of gender.

The variance of the types of roles, and those who occupy those roles across our organisation, significantly affect how the government's calculations are reported. We continue to nurture and develop our colleagues to grow and retain both our male and female talent as a commitment to improve.

The above statistical information is confirmed as accurate by Claire Galloway, People Services Manager, March 2022. Pay data is based on UK colleagues from the 'pay period' including 05 April 2021, in line with Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The pay calculations are based on FTE equivalent total pay received in the month of April 2021. The calculations do not include overtime payments. The bonus calculations are based on the total company bonus payments earned in the 12 months before 05 April 2021 and are not based on FTE equivalent.

**Claire Galloway | People Services Manager**

April 2022