



VisionExpress

# GENDER PAY GAP REPORT

2022

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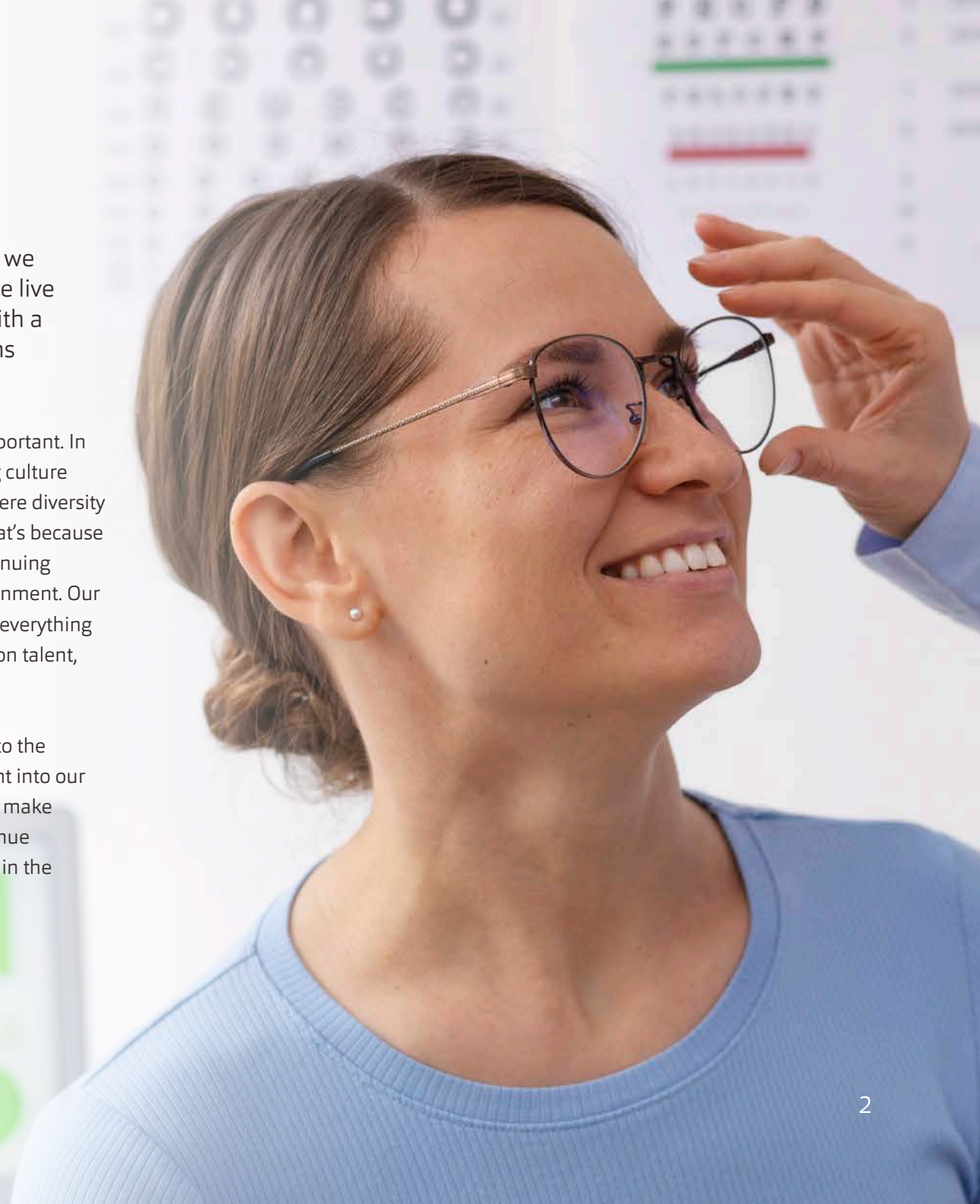
## ABOUT VISION EXPRESS

At Vision Express, as a part of the EssilorLuxottica company, we help our customers to see more and be more; helping people live life to the fullest. We offer the best individual optical care; with a thorough eye test you can trust. Our highly qualified opticians provide you with a personal recommendation.

We believe that the customer and colleague experiences are equally important. In the workplace, we foster and actively promote an inclusive and inspiring culture where people are enabled to develop to their full potential. A culture where diversity is celebrated and discrimination, in any form, is simply not tolerated. That's because we value difference and recognise the contribution it makes to our continuing success and a richer, more creative and more productive working environment. Our values of Achieving More, Winning Together and Always Human inform everything we do. And that includes recruitment, where decisions are based solely on talent, potential and the ability to do the job.

Gender Pay Reporting and the analysis of our data brings transparency to the different experiences of men and women in the organisation. This insight into our workforce, alongside colleague feedback on our practices, enables us to make changes that will have a lasting impact for all our colleagues. We'll continue focusing our efforts at every level across the business and at every point in the colleague journey.

**As Vision Express (UK) Limited CEO I, Onur Koksai,**  
**can confirm the information contained herein is accurate.**





## THE KEY FACTS



**5263**

colleagues  
across the uk



**3958**

UK Operated Stores  
and Store Support  
Centre only



**7.22**

Our average length  
of service in years



**76%** of our **total** colleagues  
are female



**66%**

of our **store  
managers**  
are female



**25%**

of our **board**  
are female

**40%**

Of our Leadership team  
(Level7+ & Directors)  
are female

**75%**

of our **Pre-registration  
Optometrists** are female

**70%**

of our **Registered Optical  
colleagues** are female

**80%**

of our **Optical Apprentices**  
are female

# THE GENDER PAY GAP EXPLAINED

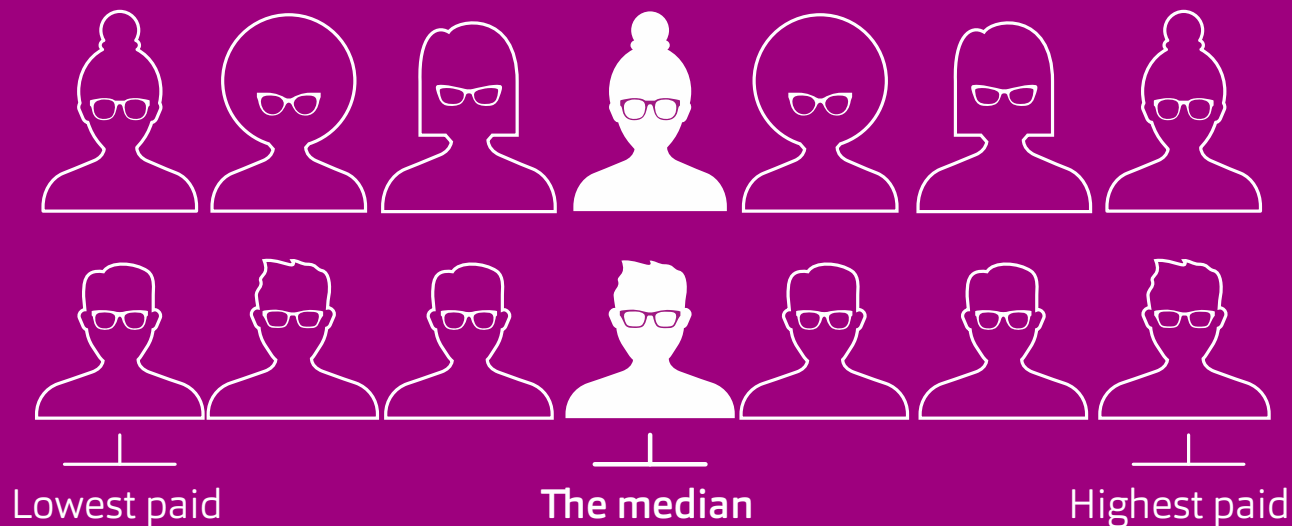
The Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria. This report is based on data from April 2022.

The gender pay gap is different from equal pay. Equal pay is ensuring no difference in pay between men and women who carry out the same or similar jobs or jobs of equal value.

## What is a gender pay gap?

The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do. The gap can be impacted by several factors, including a greater male representation at senior levels. As a result of different jobs paying different rates, and the number of men and women performing those jobs, a gender pay gap may exist.





## THE GENDER PAY GAP EXPLAINED

### Median gender pay gap

The median shows the middle point of the group. If all colleagues within the Company were lined up in a female line and male line, in order of pay – the median pay gap (as a percentage) is the difference between the hourly rate of pay for the woman in the middle compared with the hourly rate of pay for the man in the middle.

### Mean gender pay gap

The mean gender pay gap (as a percentage) is the difference between the average male and female hourly rate of pay within the Company.

### Bonus pay gap

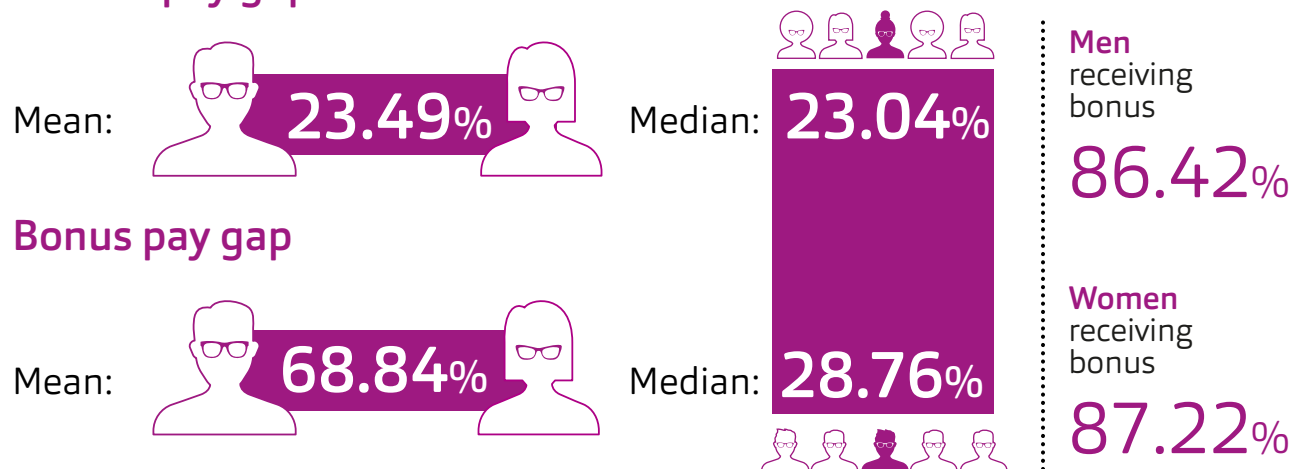
The gender bonus gap is calculated in the same way as the gender pay gap but is calculated on actual bonus pay paid to male and female colleagues. It also looks at the percentage of male and female colleagues who received a bonus in the relevant time period.

### Pay quartiles

Colleagues are split into four even groups (or quartiles) according to their pay to highlight female representation at different levels of an organisation.

# UNDERSTANDING THE PAY GAP AT VISION EXPRESS

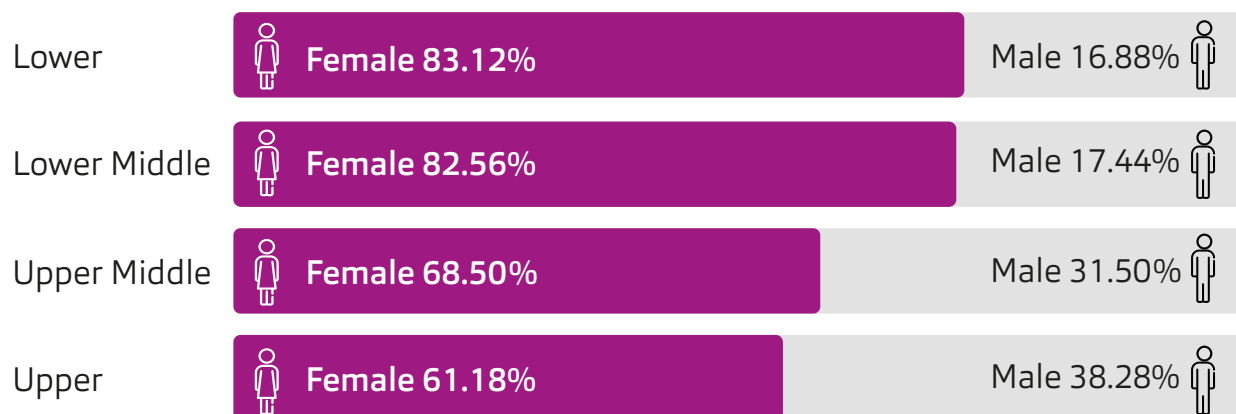
## Gender pay gap



We have seen our median pay gap reduce by 4% since the 2021 reporting data as we increase our headcount following the Covid Pandemic. The mean pay gap has remained relatively similar.

Since the last report we have introduced a bonus for all colleagues across our UK Operated retail stores, to ensure that more of our colleagues are able to share in the success of our organisation. This has led to a positive increase in the number of both males and females receiving a bonus. In this reporting period 87% of women and 86% of men were in receipt of a bonus.

## Gender split by quartile



It should be noted that the bonus pay gap is because the calculation is carried out on actual bonus paid rather than a full-time equivalent payment and as we have a higher proportion of women working part-time this will always result in a gap. However, in addition, the highest bonus %'s are paid to the Executive Team, of which 25% were female in this reporting period and, as such, this is key driver of the gap in the mean bonus %.





VisionExpress

# GENDER PAY GAP REPORT

GrandVision Tech Centre UK Limited

2022

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## ABOUT THE TECH CENTRE UK LIMITED

At Vision Express, as a part of the EssilorLuxottica company, we help our customers to see more and be more; helping people live life to the fullest. We offer the best individual optical care; with a thorough eye test you can trust. Our highly qualified opticians provide you with a personal recommendation.

Our Tech centre is the regional fulfilment hub and comprises of state-of-the-art optical laboratories, world class warehousing and our distribution operation. We manufacture spectacles, distribute contact lenses and replenishment items to our stores.

We believe that the customer and colleague experiences are equally important. In the workplace, we foster and actively promote an inclusive and inspiring culture where people are enabled to develop to their full potential. A culture where diversity is celebrated and discrimination, in any form, is simply not tolerated. That's because we value difference and recognise the contribution it makes to our continuing success and a richer, more creative and more productive working environment. Our values of Achieving More, Winning Together and Always Human inform everything we do. And that includes recruitment, where decisions are based solely on talent, potential and the ability to do the job.

Gender Pay Reporting and the analysis of our data brings transparency to the different experiences of men and women in the organisation. This insight into our workforce, alongside colleague feedback on our practices, enables us to make changes that will have a lasting impact for all our colleagues. We'll continue focusing our efforts at every level across the business and at every point in the colleague journey

As Vision Express (UK) Limited CEO I, Onur Koksai, can confirm the information contained herein is accurate.





## THE KEY FACTS



290

Overall number **Colleagues**  
at the Tech Centre



61%

of **Colleagues**  
are female



6.2

Our average **length**  
of **service** in years

# THE GENDER PAY GAP EXPLAINED

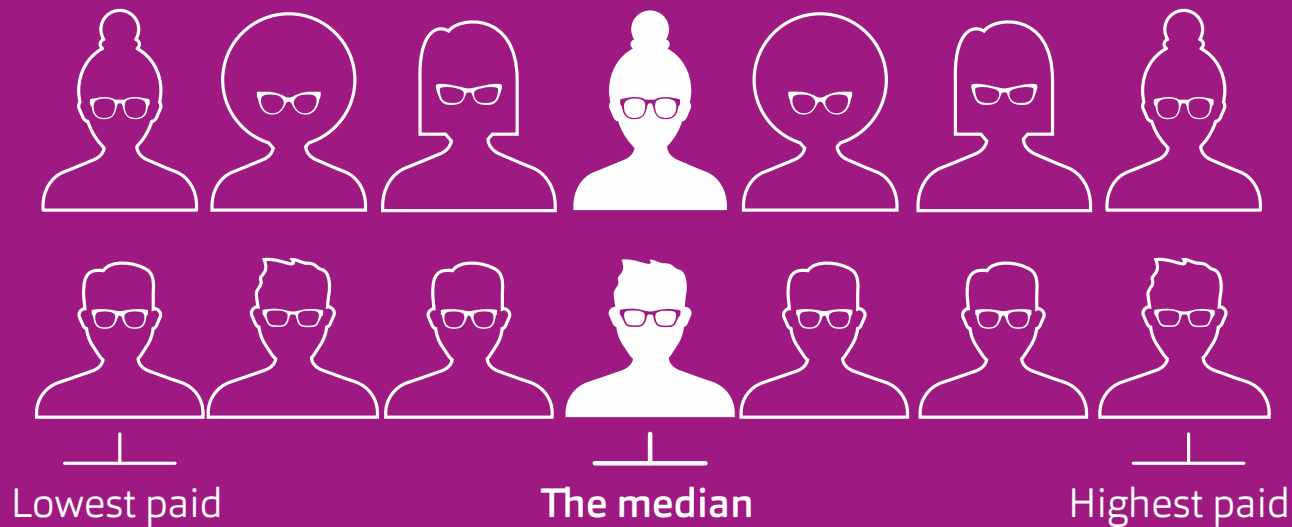
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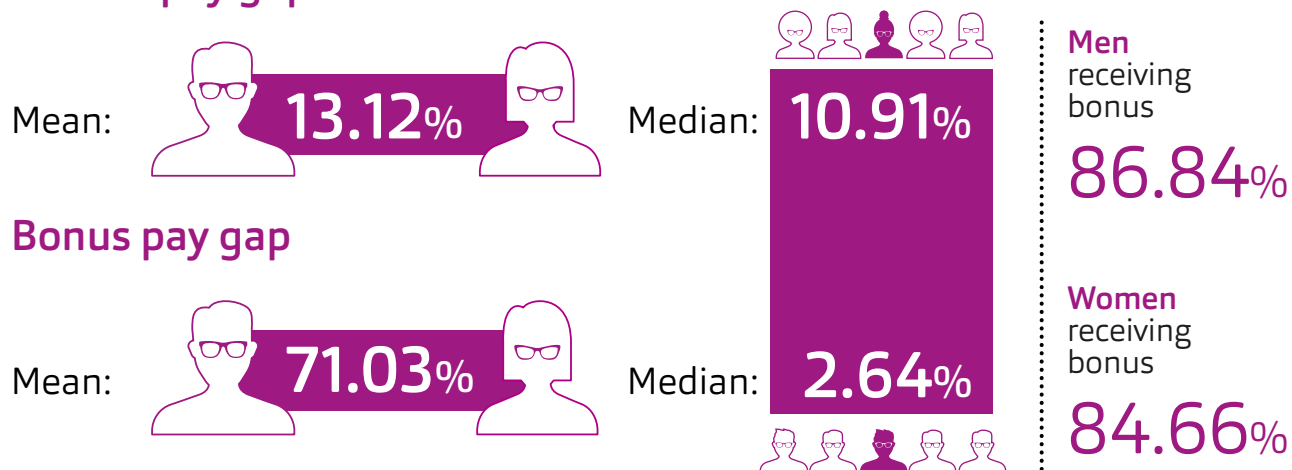
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# UNDERSTANDING THE PAY GAP AT GRANDVISION TECH CENTRE

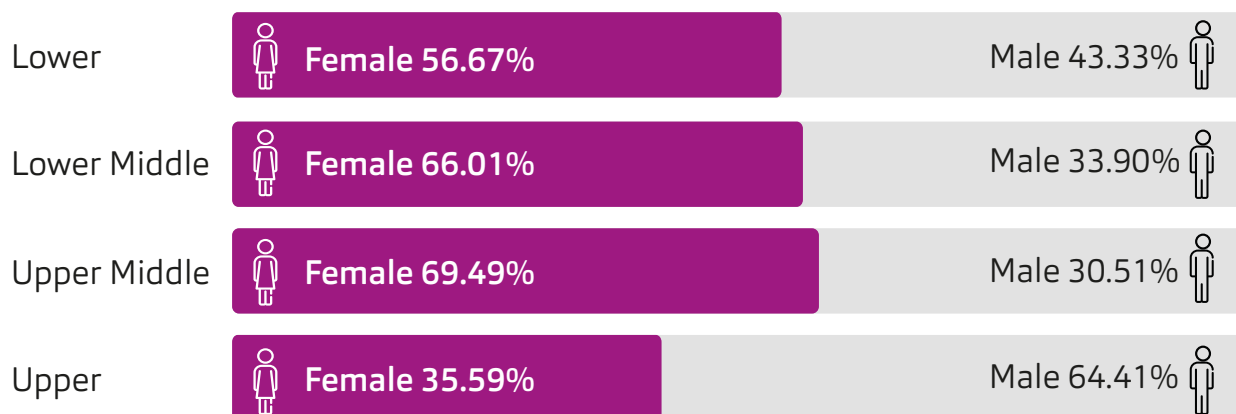
## Gender pay gap



The GrandVision Tech Centre was created in January 2020 and employs 290 colleagues. We are pleased to report a reduction in the mean pay gap from 19.69% in the 2021 report to the current level of 13.12%.

The majority of our colleagues in the Centre were eligible for a bonus, at the point of data collection, and we are delighted to report that the median bonus gap is 2.64% and that relatively equal numbers of our male and female colleagues were in receipt of a bonus.

## Gender split by quartile



There are a higher percentage of male compared to female colleagues at the upper pay quartile, in other words in more senior roles, which explains the slight mean pay gap and the significant mean bonus gap. We will continue to ensure there are equal opportunities for all and that there are no barriers for anyone to progress internally within the Centre.



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