

VisionExpress

Gender Pay Gap Report

2024

© Vision Express (UK) Ltd



About Vision Express

Vision Express, part of EssilorLuxottica, is a leading optical retailer with over 550 stores across the UK, Ireland and Jersey. Our mission is to help people see more and be more and we do this by providing our customers with the best eyecare and eyewear.

At Vision Express, our colleagues have, and always will be our greatest asset. And this is why we are committed to fostering an inclusive culture where everyone feels empowered to do their best work because they feel accepted, respected and that they belong.

We want a culture where diversity is celebrated and encouraged, and any form of discrimination or intimidation will not be tolerated. We value differences and recognise the contribution it makes to our continuing success, as well as creating a richer, more creative and more productive working environment.

We have continued to make great progress in our plans and efforts to raise the importance of diversity and inclusion at Vision Express, including an annual inclusion survey, regular awareness comms and the development of four colleague-led inclusion networks and communities: Women in Vision Group, Cultural Group, LGBTQ+ Network and Men's Health Group. These groups work together to raise awareness and engagement through an annual programme of activities, events and content.

Our internal Women in Vision group has delivered a series of content and events to engage the whole business, and this year, in line with EssilorLuxottica, is supporting the commitment to increase the number of women in leadership roles.

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 Managing Director of Vision Express (UK) Limited, I, Steve Worboys, confirm the accuracy of this information within this report.

The key facts



5225

Number of colleagues across the UK

76%

Working in our stores are female

31%

Of our Leadership team are female

3628

UK Operated Stores and Store Support Centre only

65%

of our store managers are female

71%

of our Registered Optical colleagues are female

6.82

Our average length of service in years

74%

of our total colleagues are female

67%

of our Pre-registration Optometrists 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 2024.

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?

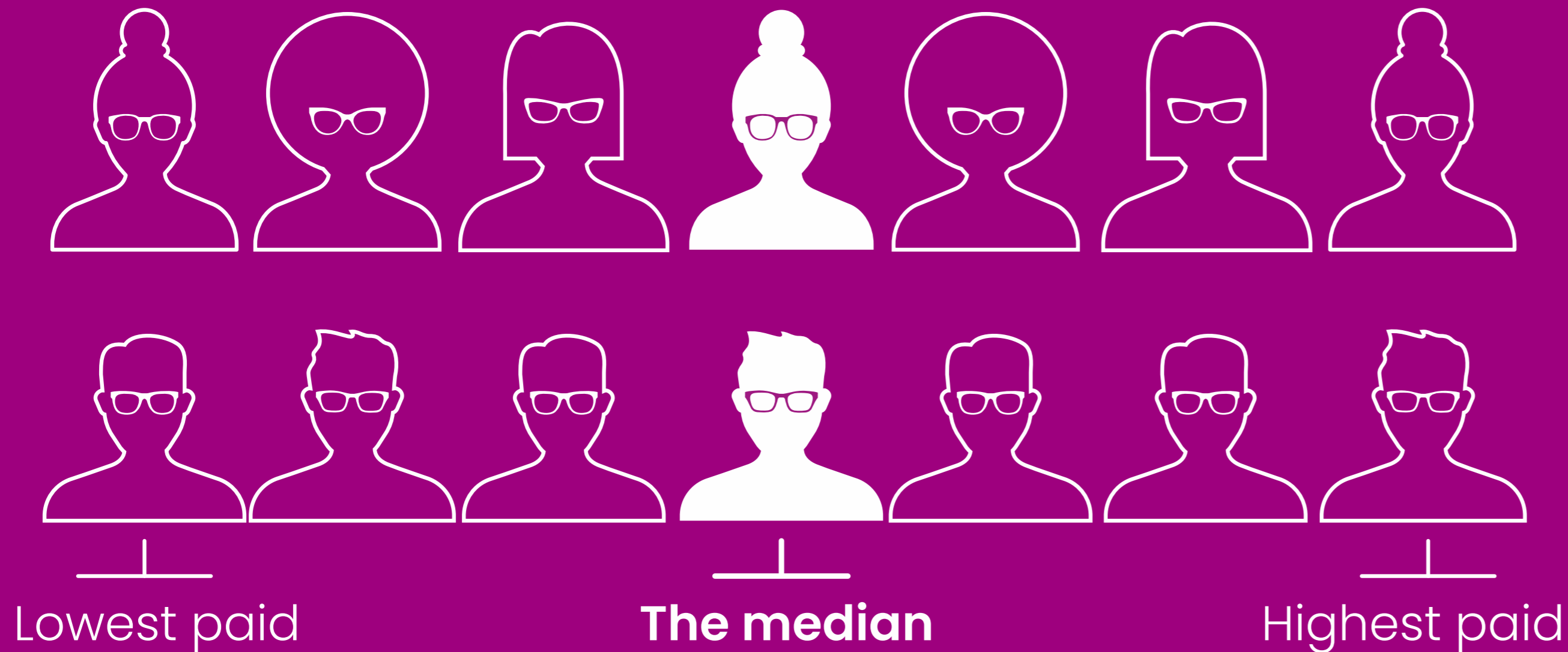
The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do. The gap can be impacted by several factors, including a greater male representation at senior levels. As a result of different jobs paying different rates, and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

We have seen our median pay gap reduce by 4% since the 2023 reporting data which means that over the last 2 years our median pay gap has reduced by 8.1% in total.

Whilst we had previously seen our mean pay gap remain relatively static, we have also seen a reduction of 1.1% in the mean pay gap in the current reporting period, down from 24.24% to 23.13%. We have had a strong focus on reward during the last two years, introducing more robust governance, pay policies and market benchmarking for all our rates of pay and salary bandings which we believe has supported the reduction in both the median and mean gender pay gaps that we are now able to report.

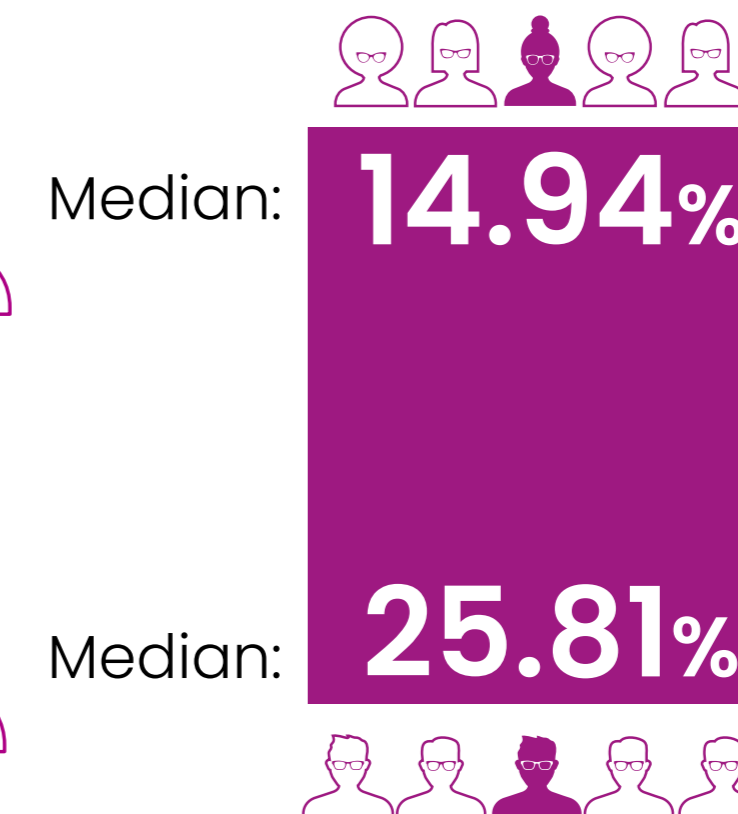
Due to a change in bonus structure there was no annual performance bonus paid to our Executive, Senior Leadership or management teams during this reporting period. As the highest bonus %'s are paid to this population, this is part of the reason that we have seen such a large reduction of 25% in our Mean bonus pay gap and the % of men receiving a bonus has reduced by 4.92%.

We still operate a bonus scheme for all colleagues in our Retail Operated stores which we have continued to enhance, ensuring that we are still rewarding all our colleagues for their individual as well as their team performance. In this reporting period we have seen a reduction of 3.19% in our median bonus pay gap, which we believe is demonstrating that our changes to the bonus scheme have ensured that it remains inclusive for all our store colleagues regardless of their role or gender.

Gender pay gap



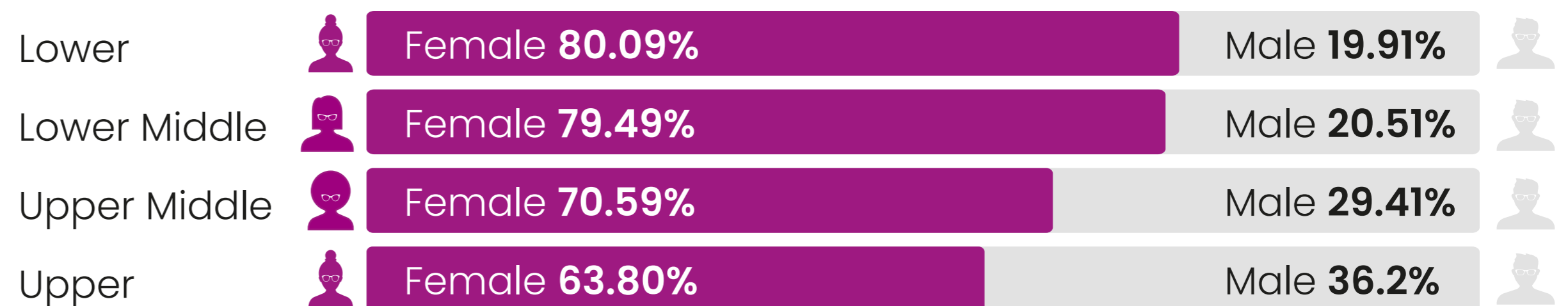
Bonus pay gap



Men
receiving bonus
85.43%

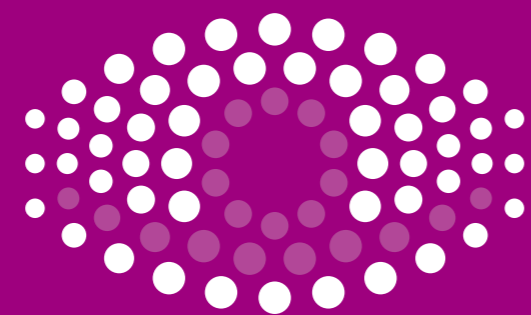
Women
receiving bonus
92.04%

Gender split by quartile



It should be noted that because the calculation for the bonus pay gap is carried out on actual bonus paid rather than a full-time equivalent payment, as we have a higher proportion of women working part-time this will always result in a gap.

Part of our integration with EssilorLuxottica has seen significantly more internal mobility, with individuals from different business areas and countries working in our business but not necessarily moving onto our Payroll, which has had a negative impact on the gender pay gap. Matrix management across different countries and payrolls will continue to be increasingly prevalent across Vision Express moving forwards.



VisionExpress

Gender Pay Gap Report

GrandVision Tech Centre UK Limited

2024

© Vision Express (UK) Ltd



About the Tech Centre UK Limited

Vision Express, part of EssilorLuxottica, is a leading optical retailer with over 550 stores across the UK, Ireland and Jersey. Our mission is to help people see more and be more and we do this by providing our customers with the best eyecare and eyewear.

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.

At Vision Express, our colleagues have, and always will be our greatest asset. And this is why we are committed to fostering an inclusive culture where everyone feels empowered to do their best work because they feel accepted, respected and that they belong.

We want a culture where diversity is celebrated and encouraged, and any form of discrimination or intimidation will not be tolerated. We value differences and recognise the contribution it makes to our continuing success, as well as creating a richer, more creative and more productive working environment.

We have continued to make great progress in our plans and efforts to raise the importance of diversity and inclusion at Vision Express, including an annual inclusion survey, regular awareness comms and the development of four colleague-led inclusion networks and communities: Women in Vision Group, Cultural Group, LGBTQ+ Network and Men's Health Group. These groups work together to raise awareness and engagement through an annual programme of activities, events and content.

Our internal Women in Vision group has delivered a series of content and events to engage the whole business, and this year, in line with EssilorLuxottica, is supporting the commitment to increase the number of women in leadership roles.

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 Managing Director of Vision Express (UK) Limited,
I, Steve Worboys, confirm the accuracy of this information
within this report.**

The key facts



284 Overall number Colleagues at the Tech Centre



60% of Colleagues are female



5.9 Our average length of service in years

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 2024.

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?

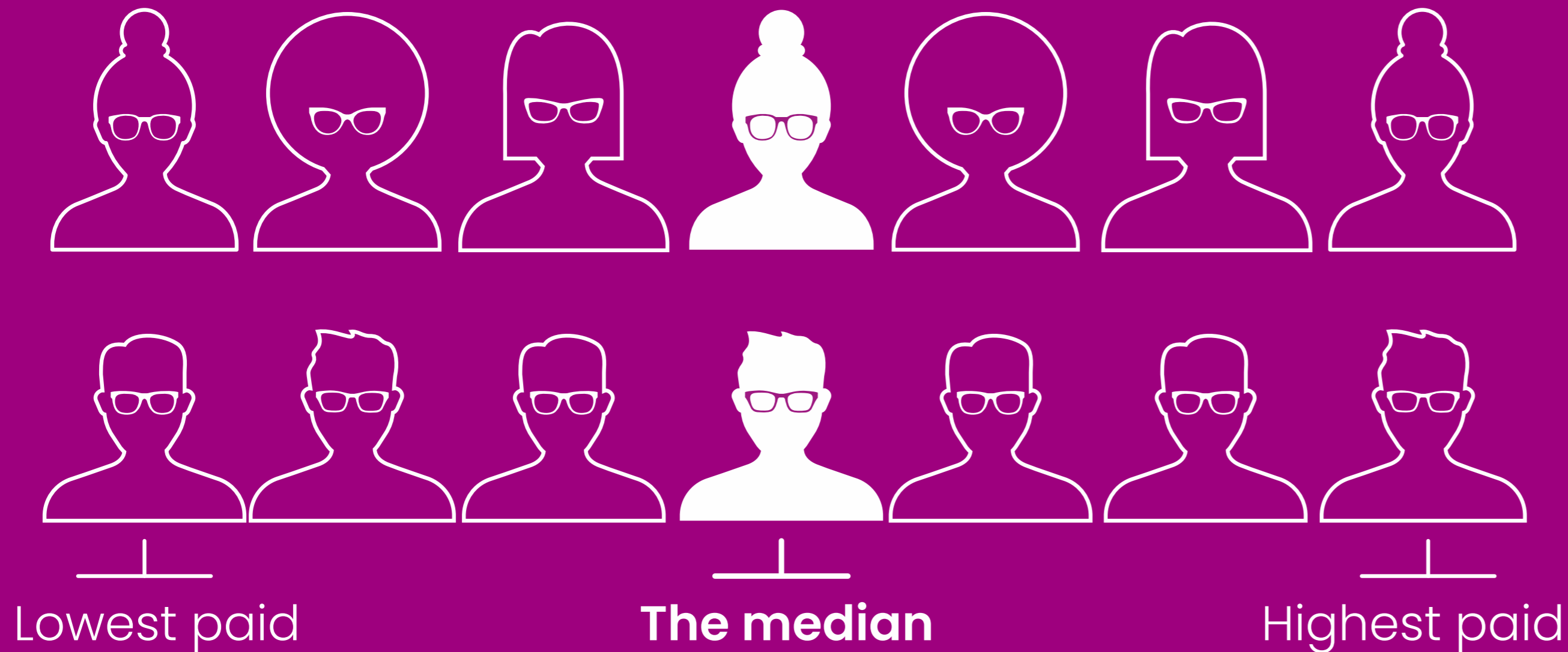
The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do. The gap can be impacted by several factors, including a greater male representation at senior levels. As a result of different jobs paying different rates, and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

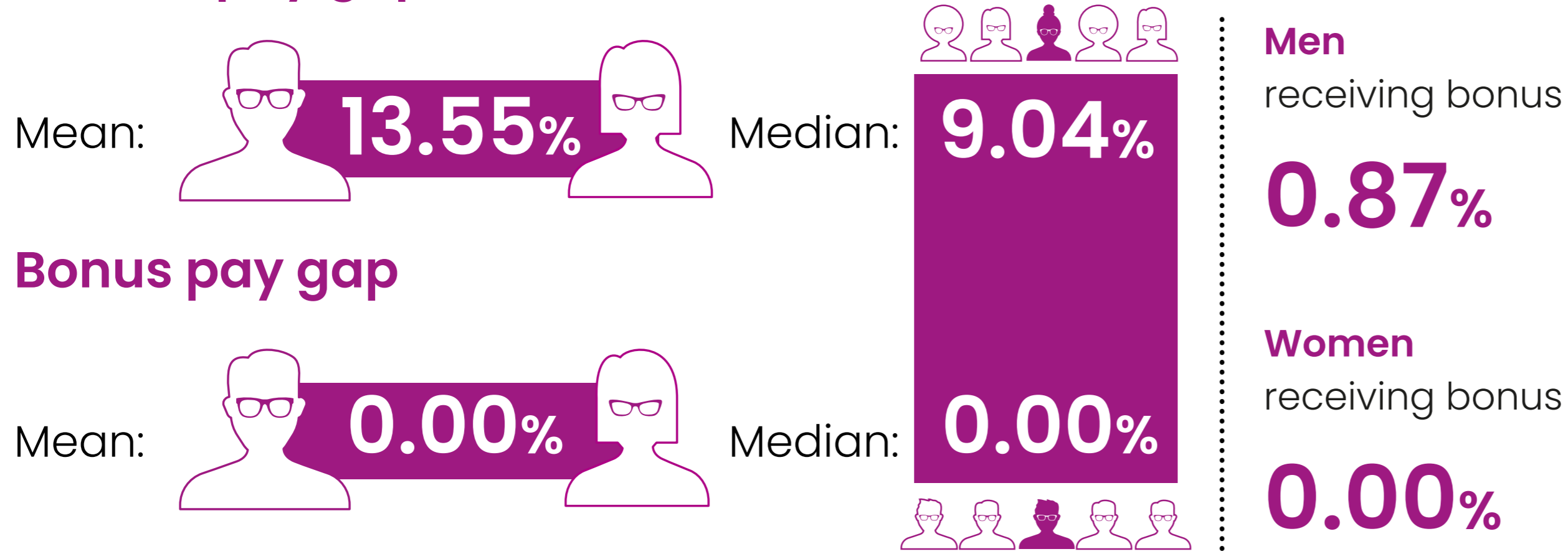
The gender bonus gap is calculated in the same way as the gender pay gap but is calculated on actual bonus pay paid to male and female colleagues. It also looks at the percentage of male and female colleagues who received a bonus in the relevant time period.

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.

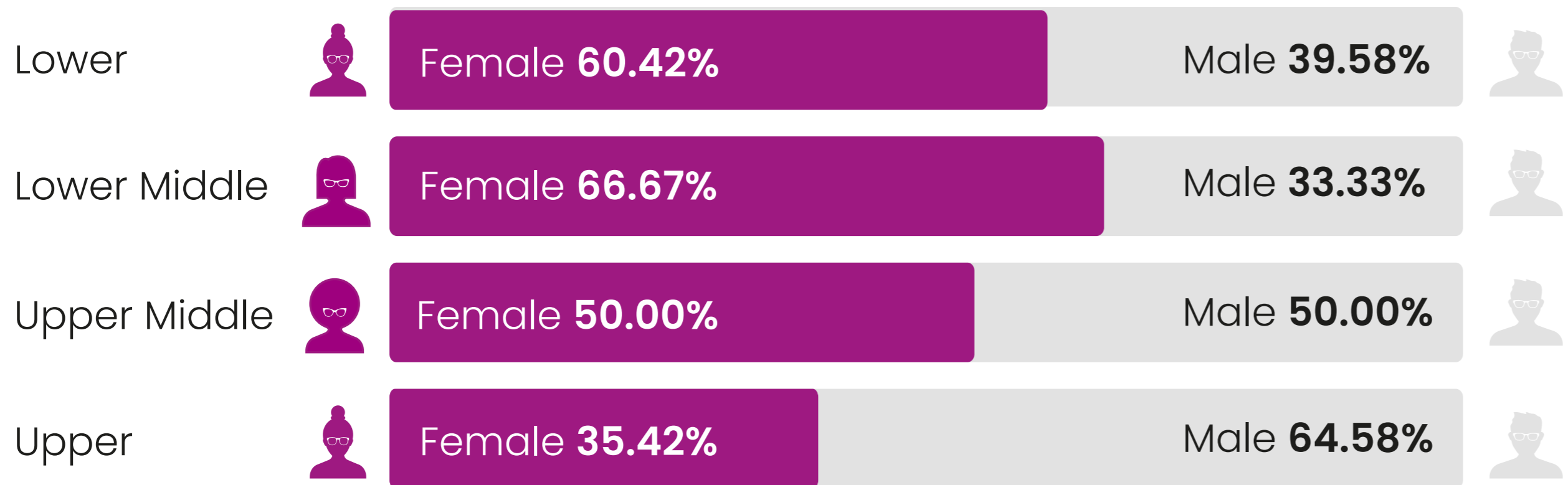
Understanding the pay gap at GrandVision Tech Centre

Gender pay gap



Bonus pay gap

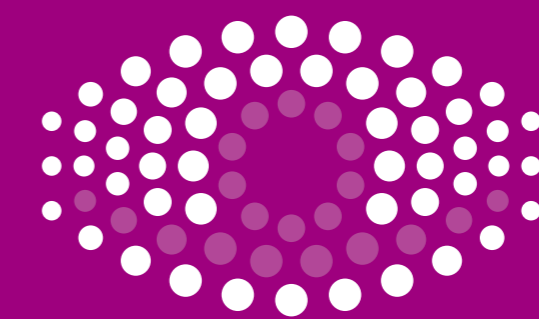
Gender split by quartile



The GrandVision Tech Centre was created in January 2020 and employs 284 colleagues. We are delighted to report that we have seen a reduction of 3.08% in the Median pay gap that we reported in 2023, current Median has reduced from 12.12% to 9.04%, and that we have maintained the reduction of 6% in the mean pay gap that we reported in 2023 with our mean pay gap in this reporting period being 13.55%.

Due to a change in bonus structure there was no annual performance bonus paid in the reporting period hence no Mean or Median Bonus pay gap to report.

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. 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.



VisionExpress

© Vision Express (UK) Ltd