

We are now on our 6th year of reporting the Optical Express gender pay gap, focusing on the differences in pay and bonus between male and female colleagues. We have noted below the figures reported on the Government website, however, further details on the split of each role can be found later in this report in appendix 1. We have decided to split out the roles this way to promote openness and transparency and to call out areas we are doing well, but also areas we are aware we need to improve.

Optical Express employs approx. 1,120 colleagues and we are committed to achieving equity and parity. Our colleagues represent a diverse culture across the UK, and we are proud that our business reflects that.

Female median hourly pay rate in 2021/22 was 26.7% lower than male and in 2022/23 female median hourly rate was 22.8%. This improvement of 3.9% represents progress and highlights our commitment to heading in the right direction.

We are delighted to say that we have a diverse gender split within the Optical Express Executive Leadership Team, with 44.44% being female. Each person plays a key leadership role in their respective areas of responsibility within the business and supports us driving forward.

To build on the diversity of our colleagues, we provide opportunities via apprenticeships and graduate trainees within our IT and Finance departments. This also supports our future talent pipeline as we continue to grow.

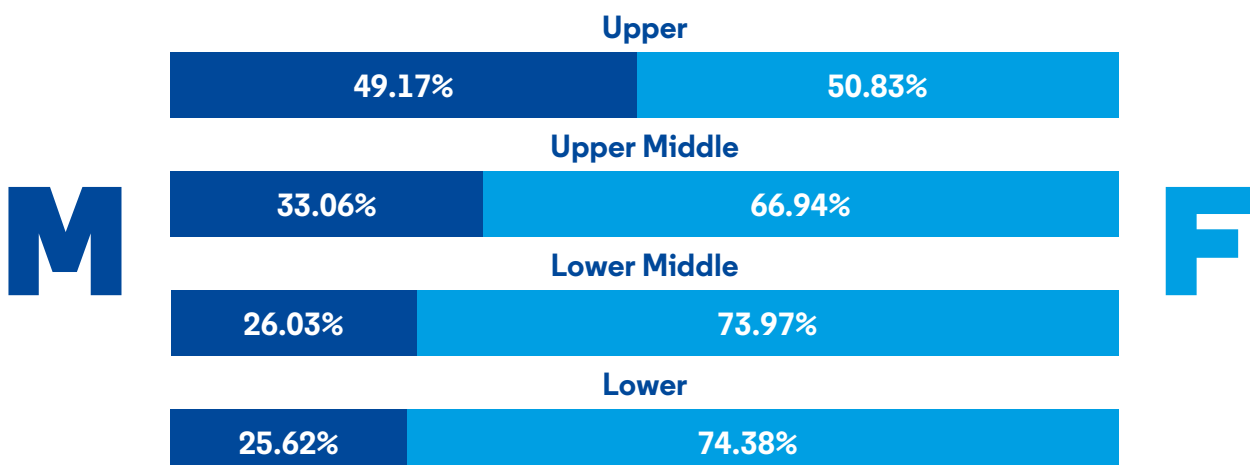
Optical Express wishes to help every colleague achieve the work life balance they seek and we strive to offer flexible working options to all our colleagues. We are keen to support flexibility as much as possible for colleagues whether that is for health reasons, family or time away from work.

We have submitted these results based on a snapshot of our pay data as of 05 April 2022. 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.

HOURLY RATE PAY GAP

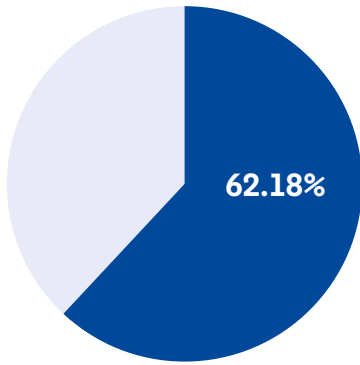
	Male	Female	% Difference
Mean	25.52	15.41	39.62%
Median	14.32	11.05	22.84%

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

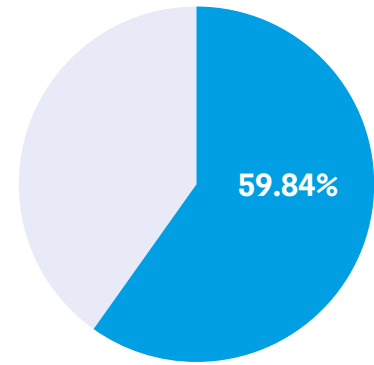


PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY

M



F



PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY

	Male	Female	% Difference
Mean	5316.73	1529.37	71.23%
Median	1404.33	694.53	50.54%

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 Theatre Practitioner roles are predominantly female. 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.

The above statistical information is confirmed as accurate by Pamela Adie, HR Manager, March 2023. Pay data is based on UK colleagues from the 'pay period' including 05 April 2022, in line with Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pamela Adie | HR Manager

April 2023

Appendix 1

Directors

Similar to many organisations of our size, our Chief Executive's salary has an impact on our mean gender pay gap.

	Male	Female	Difference
Headcount	10	8	2
Bonus headcount	6	6	0
Mean hourly rate	73.14	31.62	41.52

Surgeons

	Male	Female	Difference
Headcount	18	1	17
Bonus headcount	14	1	13
Mean hourly rate	115.18	82.42	32.76

Optometrists

	Male	Female	Difference
Headcount	65	109	44
Bonus headcount	55	73	18
Mean hourly rate	23.11	20.72	2.39

Contact Centre

Our split of Contact Centre colleagues is 44.55% male and 55.45% female, with a 10.9% difference.

	Male	Female	Difference
Headcount	49	61	12
Bonus headcount	34	40	6
Mean hourly rate	10.44	9.83	0.61

Maintenance

	Male	Female	Difference
Headcount	24	0	N/A
Bonus headcount	1	0	N/A
Mean hourly rate	15.28	0	N/A

Clinic Management

	Male	Female	Difference
Headcount	27	45	18
Bonus headcount	23	37	14
Mean hourly rate	15.09	14.20	0.89

Clinic Advisors

	Male	Female	Difference
Headcount	63	309	246
Bonus headcount	45	183	138
Mean hourly rate	10.30	10.02	0.28

Theatre Practitioner

	Male	Female	Difference
Headcount	14	70	56
Bonus headcount	0	0	0
Mean hourly rate	20.73	19.88	0.9

Health Care Assistant

	Male	Female	Difference
Headcount	22	59	37
Bonus headcount	0	2	2
Mean hourly rate	14.82	14.14	0.68

Head Office

Within our Head Office, we have departments including IT, Finance, Payroll, People Team, Recruitment, Marketing, Legal, Clinical Services, Professional Services and Warehouse Operatives.

	Male	Female	Difference
Headcount	72	101	29
Bonus headcount	15	12	3
Headcount	18.02	14.39	3.36

Conclusion

Our results highlight that more work is required for some job families, including Directors and Surgeons. We are pleased to say that we have already taken steps to address this through our recruitment strategy and will continue to focus on this while we recruit for new and existing talent.

Optical Express has decided to publish more data for our Gender Pay Gap this year and provide further breakdown for job families. We are committed to closing our gender gap and we have already taken steps to improve this, with further plans in the pipeline.