



# GENDER PAY GAP REPORT 2020

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. Colleagues who carry out the same role are paid equally, regardless of gender. Our recruitment process is based on ability. Our patients represent diverse cultures across the UK and we are proud that our colleagues in our business reflect that.

Optical Express has submitted these results based on a snapshot of our pay data as of 05 April 2020. When considering these results, it is important to take into account that, due to the nature of our business, a high proportion of our colleagues were placed on the Coronavirus Job Retention Scheme and were on furlough. As per the regulations, all furloughed colleagues have been excluded from the calculations in this year's gender pay gap report. This means that our figures are based on less than 100 colleagues, which represents less than 10% of our total head count.

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:**

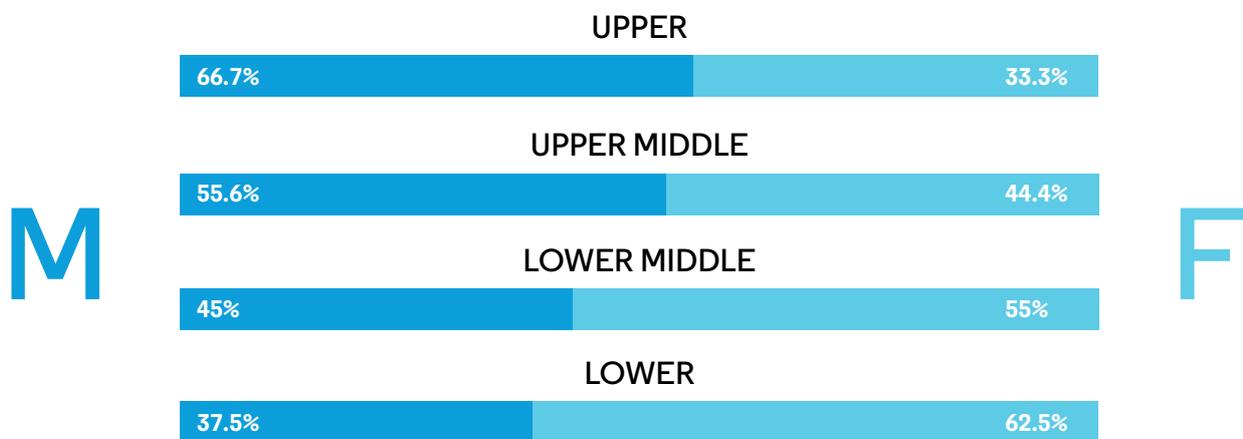
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

**The overall aim in our organisation is to eliminate any gender pay gap. 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**

	M	F	% DIFFERENCE
MEAN	22.76	15.04	32.35
MEDIAN	22.12	11.06	50.00

**PROPORTION OF MALE AND FEMALE UK COLLEAGUES ACCORDING TO HOURLY QUARTILE PAY BANDS**



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



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

	M	F	% DIFFERENCE
MEAN	3,544.28	2,038.45	54.58
MEDIAN	2,083.45	1,018.17	50.03

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 of 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 refractive surgeons, and in the UK the pool of surgeons with the required skills is overwhelmingly made up of males, this is due to the gender imbalance within the field. Meanwhile, the colleagues in our patient care 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. 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, October 2021. Pay data is based on UK colleagues from the 'pay period' including 05 April 2020, 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 2020. 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 2020 and are not based on FTE equivalent.



Claire Galloway | People Services Manager  
October 2021