



VisionExpress

GENDER PAY GAP REPORT

2020

About Vision Express

At Vision Express, we create Joy in Vision, through an expert and trusted eyecare experience which helps our customers to **See More For Less**. 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. With a wide range of glasses from just £25/€30 our style consultants will help you find the glasses that suit you best.

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. We try to make sure 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, will enable us to make changes that will have a lasting impact for our colleagues and customers. We'll continue concentrating our efforts at every level across the business and at every point in the colleague journey.

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



The key facts



5606

colleagues
across the uk



4250

UK Operated Stores
and Store Support
Centre only



253

Tech Centre (RFH)



74% of our total colleagues are female



67%

of our store
managers
are female



25%

of our board
are female

78%

On our future game changer
academy are female

72%

of our Pre-registration
Optometrists are female

68%

of our Trainee dispensing
opticians are female

60%

of our Optical Apprentices
are female

The gender pay gap explained

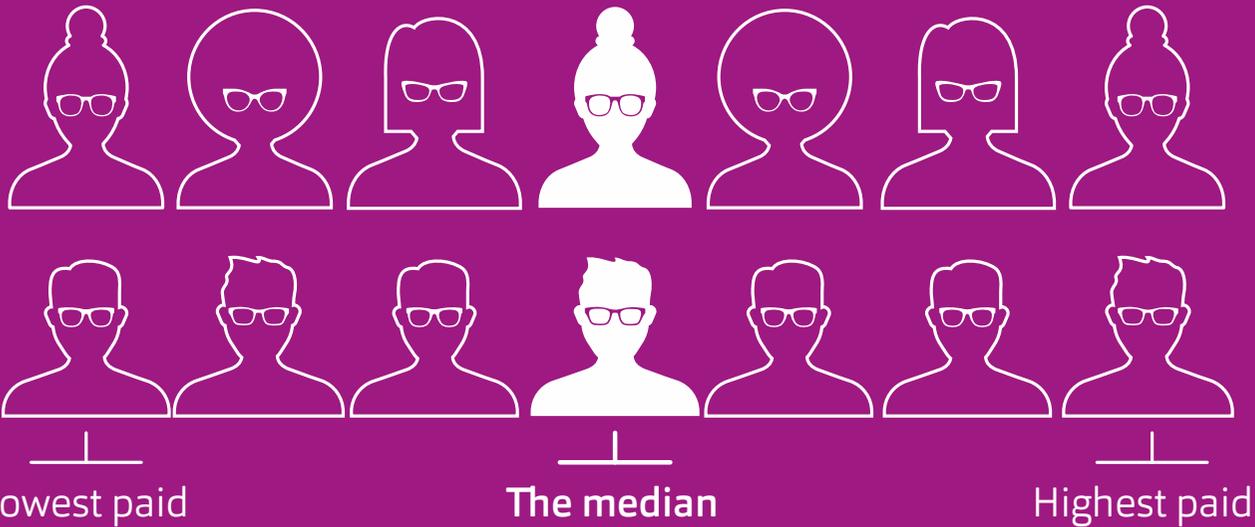
The Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria. This report is based on data from April 2020.

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

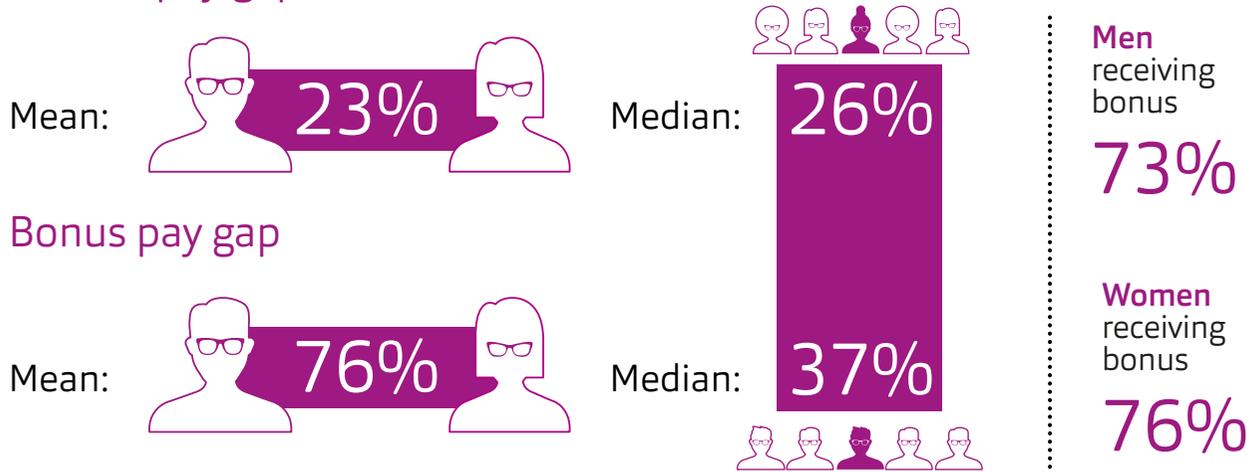
The gender bonus gap is calculated in the same way as the gender pay gap but is calculated on actual bonus pay paid to male and female colleagues. It also looks at the percentage of male and female colleagues who received a bonus in the relevant time period.

Pay Quartiles

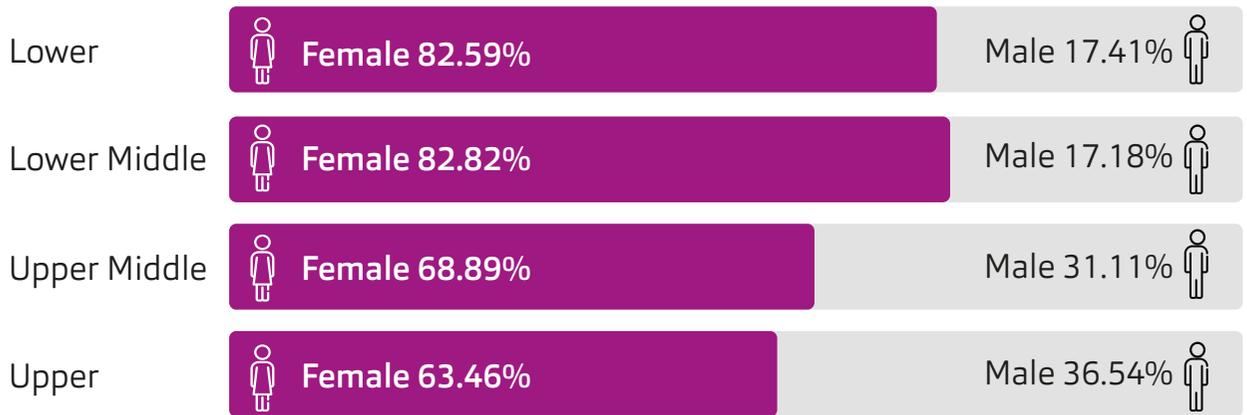
Colleagues are split into four even groups (or quartiles) according to their pay to highlight female representation at different levels of an organisation.

Understanding the pay gap at Vision Express

Gender pay gap



Gender split by quartile



Whilst both our mean and median gender pay gaps have increased slightly, this could be attributed to an organisational change, specifically removing Team Leaders and Labs from most of our UK operated stores, a reduction in headcount as a result and this data cut being taken during the global pandemic.

We did however make progress with the percentage of our population who receive bonus. Not all roles within Vision Express are eligible to participate in a bonus scheme but we are changing this. We launched a temporary Team bonus for all our stores in 2019 so that more of our colleagues can share in the success of the company. Only 10% of women previously received a bonus and 20% of men but in this reporting period 75% of women and 72% of men were in receipt.

It should be noted that the bonus pay gap is as a result of the calculation having to be 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.



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