



VisionExpress

# GENDER PAY GAP REPORT

2021

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## 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.

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



**5370**

colleagues  
across the uk



**4171**

UK Operated Stores  
and Store Support  
Centre only



**7.22**

Our average length  
of service in years



**74%** of our total colleagues are female



**67%**

of our store  
managers  
are female



**25%**

of our board  
are female

**41%**

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

**75%**

of our Pre-registration  
Optometrists are female

**68%**

of our Registered Optical  
colleagues are female

**42%**

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 2021.

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?

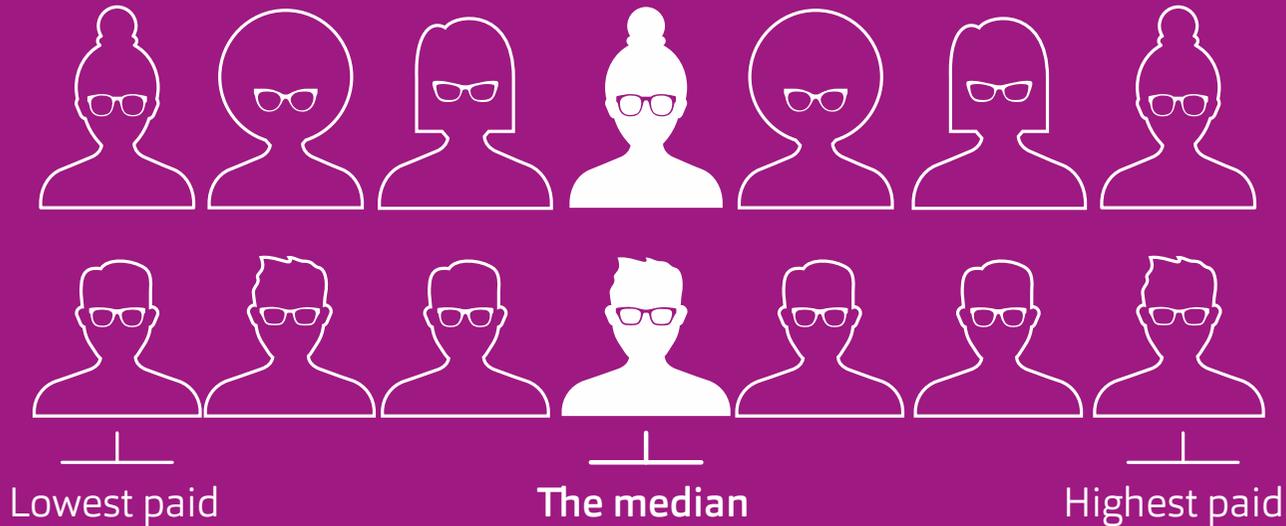
The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do. The gap can be impacted by several factors, including a greater male representation at senior levels. As a result of different jobs paying different rates, and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

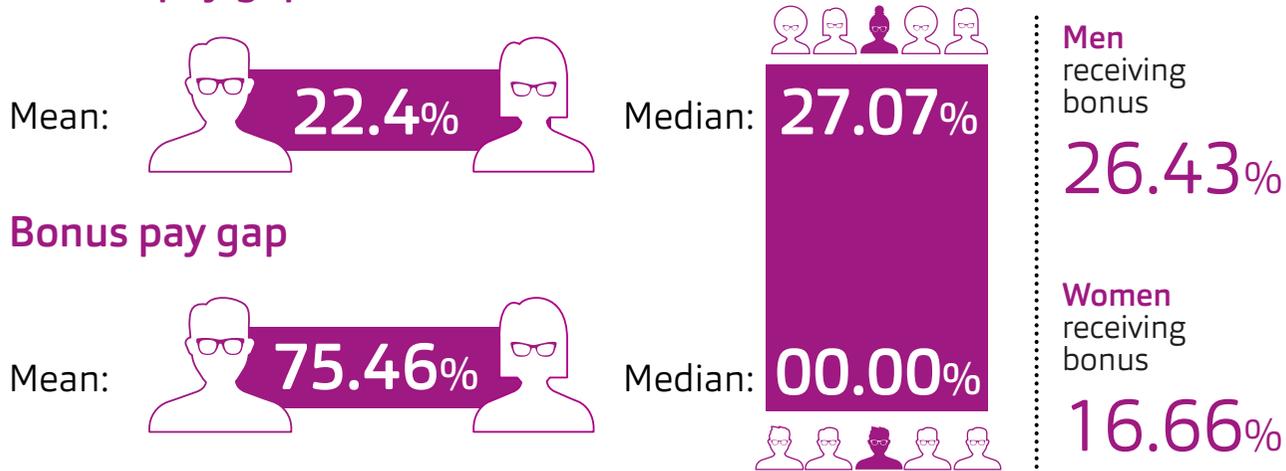
The gender bonus gap is calculated in the same way as the gender pay gap but is calculated on actual bonus pay paid to male and female colleagues. It also looks at the percentage of male and female colleagues who received a bonus in the relevant time period.

## 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

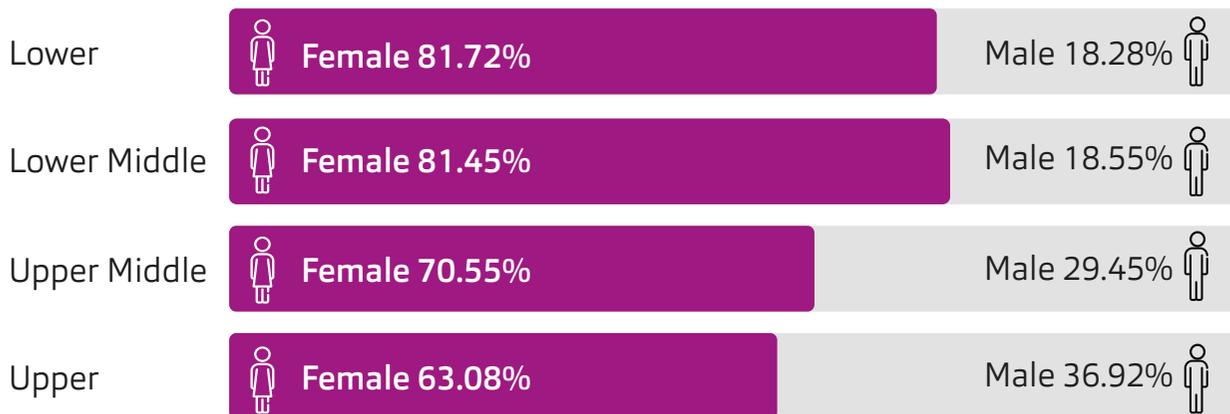


Whilst both our mean and median gender pay gaps have remained unchanged from the 2020 reporting data, this could be attributed to continued organisational change, and the data being taken following a global pandemic.

We also found that the percentage of our population who receive bonus decreased from the previous report. This can be directly linked to the global pandemic; Furlough and the store teams bonus scheme being placed on hold and a new scheme trialled from May 2021. This change should be reflected in next year's report. Currently not all roles within Vision Express are eligible to participate in a bonus scheme but we are changing this.

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 therefore will always result in a gap.

## Gender split by quartile





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# GENDER PAY GAP REPORT

GrandVision Tech Centre UK Limited

2021

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## ABOUT THE TECH CENTRE UK LIMITED

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.

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.

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



## THE KEY FACTS



284

Overall number  
Colleagues at the  
Tech Centre



62%

of Colleagues  
are female



6.94

Our average length  
of service in years

# THE GENDER PAY GAP EXPLAINED

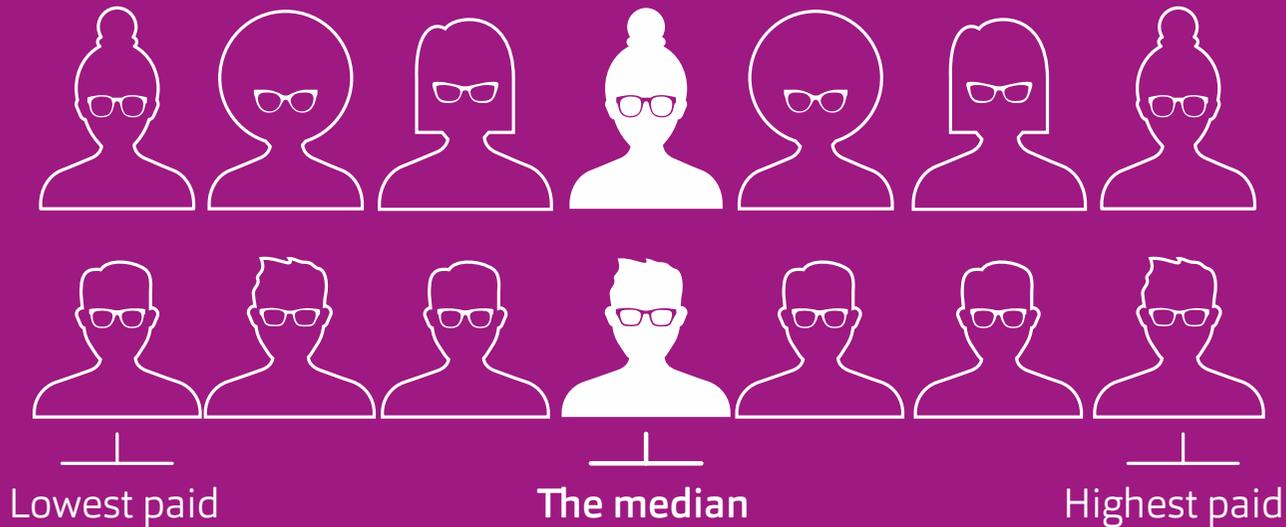
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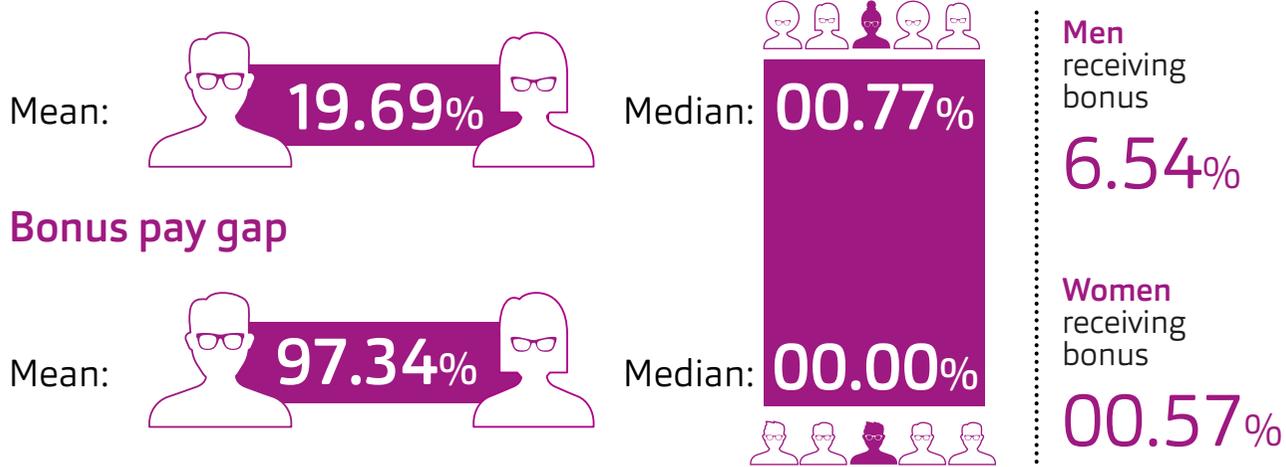
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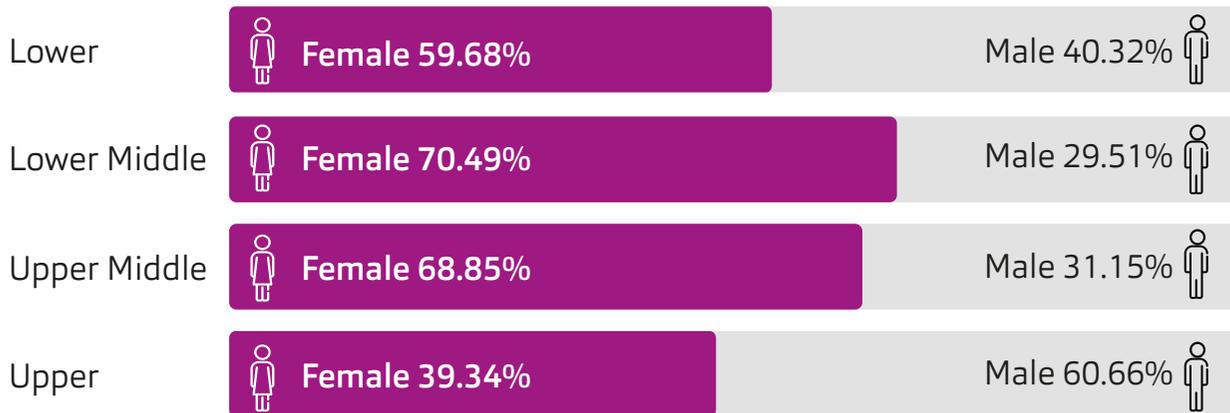
## Gender pay gap



The GrandVision Tech Centre was created in January 2020 and employs 284 colleagues. Our median bonus pay gap, remains stable on the previous year. It should be noted that most of our colleagues in the Centre were not eligible for bonus payment at the point of data collection.

Within our gender pay gap data there is a higher percentage of males compared to females in the upper pay quartile. This is due to more senior positions being technical roles and also explains why we have a 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.

## Gender split by quartile





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