

# GENDER PAY GAP REPORT 2018

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. Our recruitment process is based on ability, regardless of gender. Our patients represent diverse cultures across the UK and we are proud that our employees in our business reflect that. When considering these results, it is important to take a number of influencing factors into account.

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 employees' data. We have established this statistical overview by using our existing HR and payroll records.

## The results will be interpreted to assess the following:

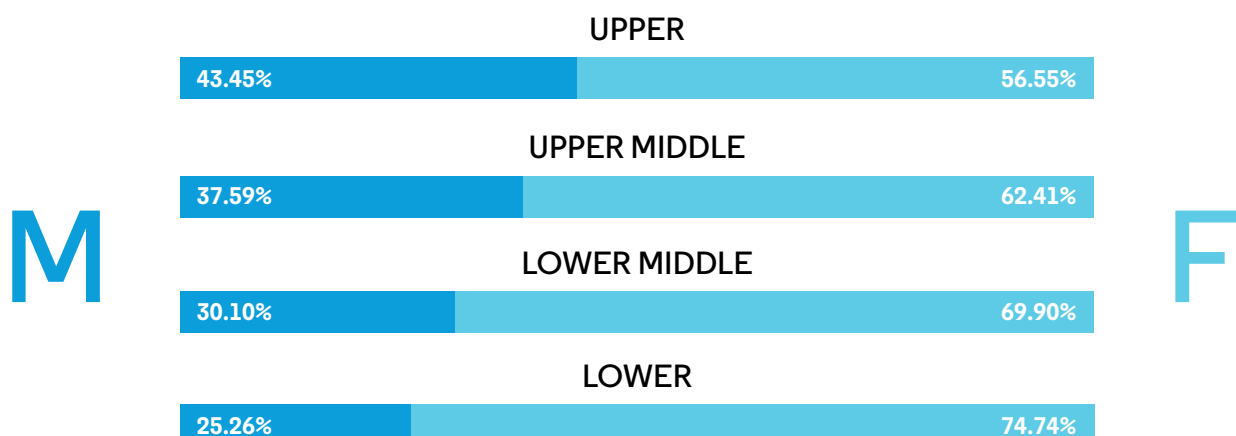
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

**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 employees realise their potential and recognise their individual contributions by rewarding excellent performance.**

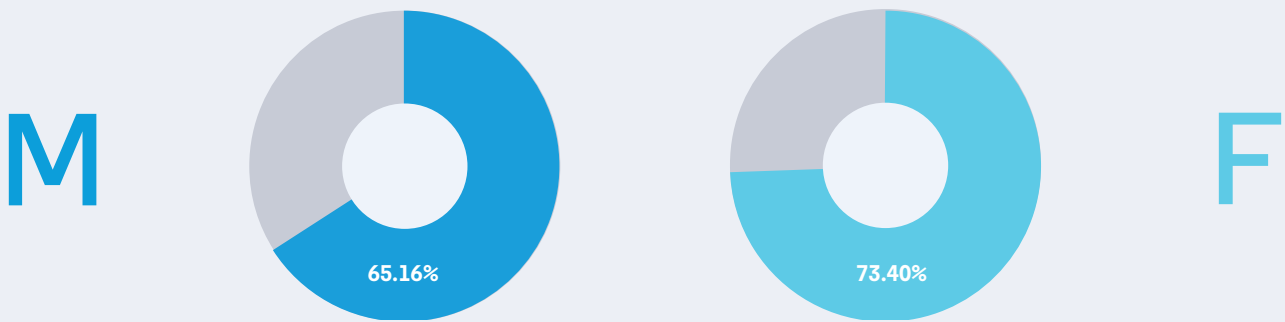
## HOURLY RATE PAY GAP

	M	F	% DIFFERENCE
MEAN	18.38	12.74	30.69
MEDIAN	11.98	9.59	19.95

## PROPORTION OF MALE AND FEMALE UK EMPLOYEES ACCORDING TO HOURLY QUARTILE PAY BANDS



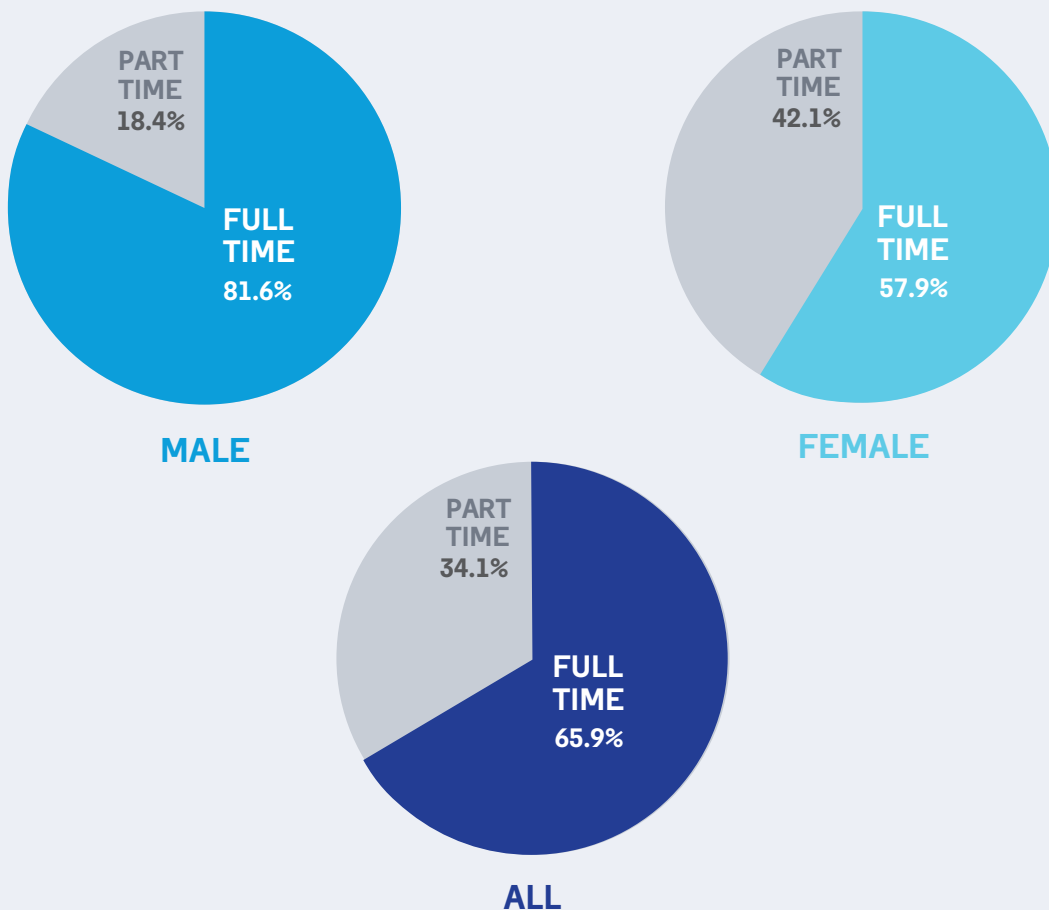
PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY



PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY

	M	F	% DIFFERENCE
MEAN	3,125.55	1,405.02	55.05
MEDIAN	1,677.50	967.50	42.32

PROPORTION OF MALE AND FEMALE PART-TIME ANALYSIS



Optical Express wishes to help every employee achieve the work/life balance which is best for them, and so we offer flexible working options to our employees. 82% of our part-time workforce is female, and this impacts on their bonus-earning potential as many elect not to work weekends – our busiest time. However, the Government calculations require the bonus to be reported on actual bonus paid, rather than on a full-time equivalent basis.

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 employees are the company's refractive surgeons, and in the UK and Ireland the pool of surgeons with the required skills is overwhelmingly made up of males. Meanwhile, the employees across our retail business and in our large contact centre are predominantly female.

Overall, there is no gender inequality at Optical Express. Simply looking at a gender pay gap as reported in line with the Government's calculations is misleading. 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 Dawn Kondol, Head of People, April 2019. Pay data is based on UK employees from the 'pay period' including 5th April 2018, 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 2018. The calculations do not include overtime payments. The bonus calculations are based on the total Company bonus payments earned in the 12 months before 5th April 2018 and are not based on FTE equivalent.



Dawn Kondol | Head of People  
April 2019