



VisionExpress

Gender Pay Gap Report

2023

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About Vision Express

Vision Express, part of EssilorLuxottica, is a leading optical retailer with over 550 stores across the UK, Ireland and Jersey. Our mission is to help people see more and be more and we do this by providing our customers with the best eyecare and eyewear.

At Vision Express, our colleagues have, and always will be our greatest asset. And this is why we are committed to fostering an inclusive culture where everyone feels empowered to do their best work because they feel accepted, respected and that they belong.

We want a culture where diversity is celebrated and encouraged, and any form of discrimination or intimidation will not be tolerated. We value differences and recognise the contribution it makes to our continuing success, as well as creating a richer, more creative and more productive working environment.

Over the last year, we've made great progress in our plans and efforts to raise the importance of diversity and inclusion at Vision Express, including an annual inclusion survey, regular awareness comms and the development of four colleague-led inclusion networks and communities: Women in Vision Group, Cultural Group, LGBTQ+ Network and Men's Health Group. These groups work together to raise awareness and engagement through an annual programme of activities, events and content.

Our internal Women in Vision group has delivered a series of content and events to engage the whole business, and this year, in line with EssilorLuxottica, is supporting the commitment to increase the number of women in leadership roles.

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, enables us to make changes that will have a lasting impact for all our colleagues. We'll continue focusing our efforts at every level across the business and at every point in the colleague journey.

As CEO of Vision Express (UK) Limited, I, Onur Koksal, confirm the accuracy of this information within this report.

The key facts



5387

Number of colleagues
across the UK

78%

Working in
our stores
are female

35%

Of our Leadership
team are female

3723

UK Operated Stores and
Store Support Centre only

67%

of our store
managers
are female

72%

of our Registered
Optical colleagues
are female

6.70

Our average length
of service in years

75%

of our total
colleagues
are female

74%

of our Pre-registration
Optometrists 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 2022.

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.



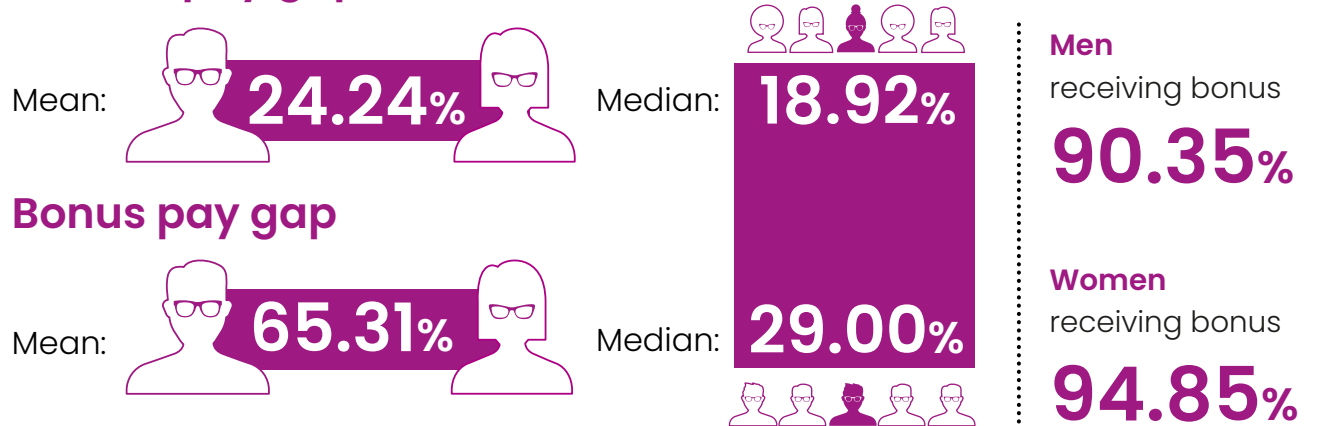
Understanding the pay gap at Vision Express

We have seen our median pay gap reduce by 4% since the 2022 reporting data. The mean pay gap has remained relatively similar since the last reporting period.

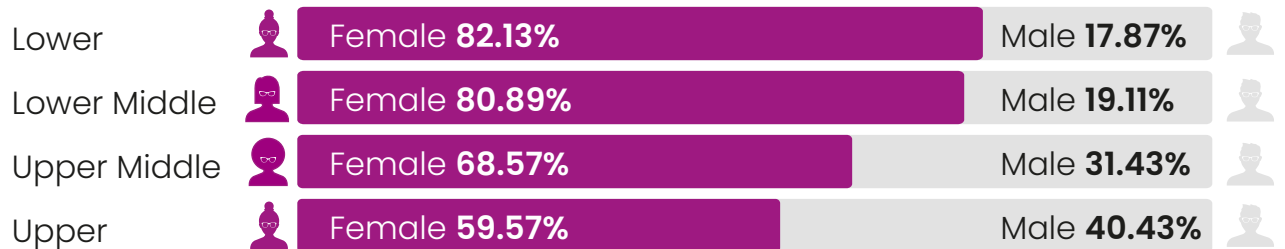
Our last report advised that we had introduced a bonus for all colleague across our UK Operated Retail stores. We have continued with that bonus scheme and enhanced the scheme to ensure that we can reward all our colleagues for their individual as well as their team performance. This will ensure that more of our colleagues are able to share in the success of our organisation. This has led to a positive increase in the number of both males and females receiving a bonus. In this reporting period 95% of women and 90% of men were in receipt of a bonus, which is an increase of 8% of women and 3% of men receiving a bonus since our 2022 reporting data.

It should be noted that the bonus pay gap is because the calculation is 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. However, in addition, the highest bonus %'s are paid to the Executive Team, of which 14% were female in this reporting period, followed by our Leadership Team of which 35% are female and, as such, this is key driver of the gap in the mean bonus %.

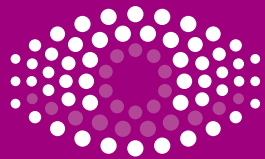
Gender pay gap



Gender split by quartile



Part of our integration with EssilorLuxottica has seen significantly more internal mobility, with individuals from different business areas and countries working in our business but not necessarily moving onto our Payroll, which has had a negative impact on the gender pay gap. Matrix management across different countries and payrolls will become increasingly prevalent across Vision Express moving forwards.



VisionExpress

Gender Pay Gap Report

GrandVision Tech Centre UK Limited

2023

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About the Tech Centre UK Limited

Vision Express, part of EssilorLuxottica, is a leading optical retailer with over 550 stores across the UK, Ireland and Jersey. Our mission is to help people see more and be more and we do this by providing our customers with the best eyecare and eyewear.

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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The key facts



367 Overall number Colleagues at the Tech Centre



60% of Colleagues are female



6.2 Our average length of service in years



The gender pay gap explained

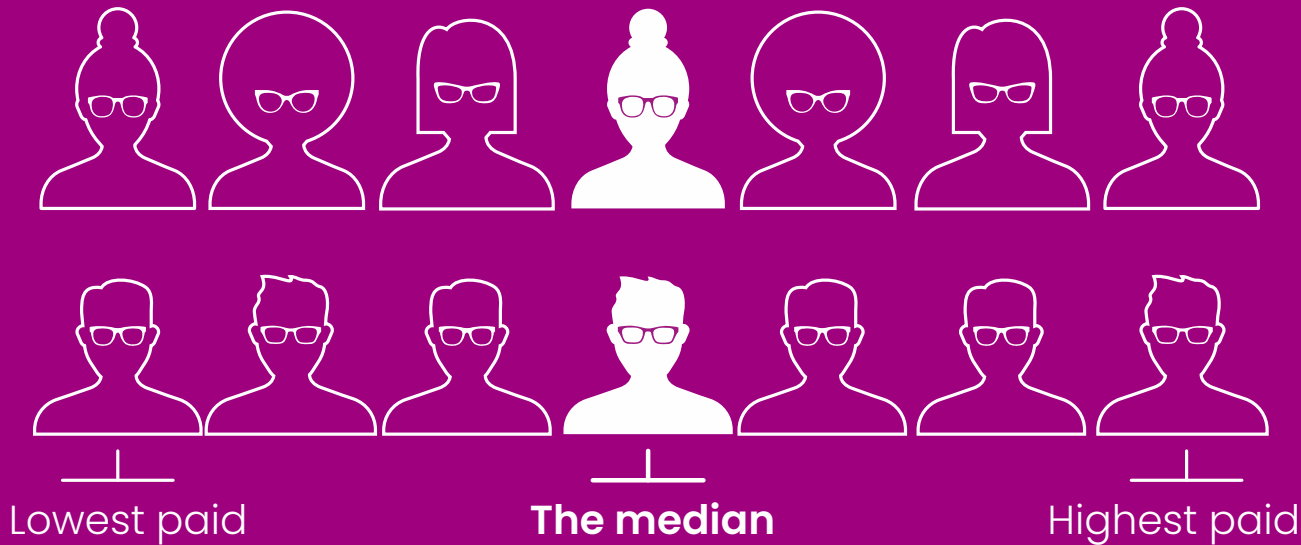
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The gender pay gap explained

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

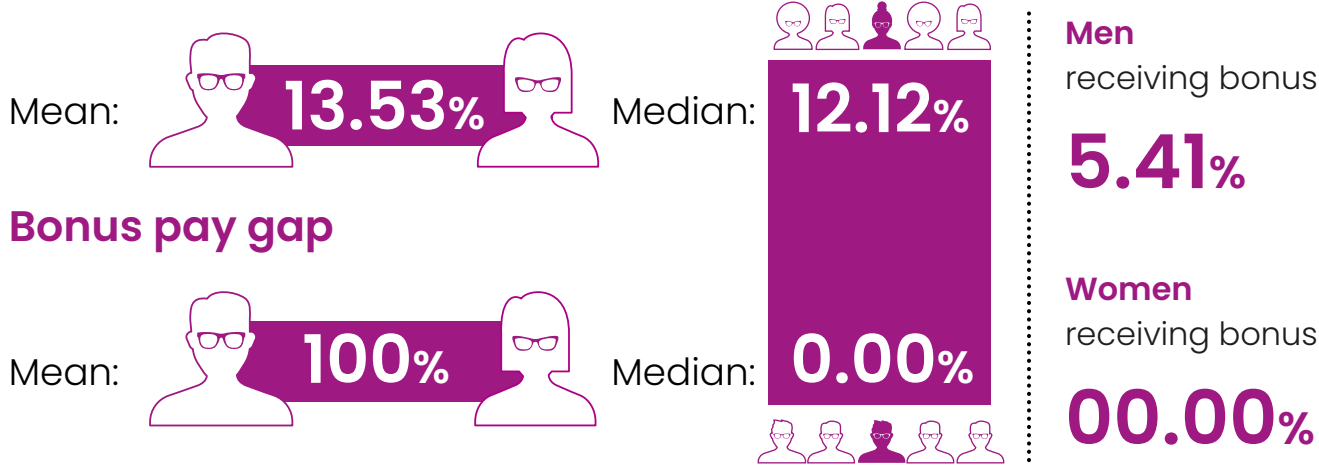
The gender bonus gap is calculated in the same way as the gender pay gap but is calculated on actual bonus pay paid to male and female colleagues. It also looks at the percentage of male and female colleagues who received a bonus in the relevant time period.

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 GrandVision Tech Centre

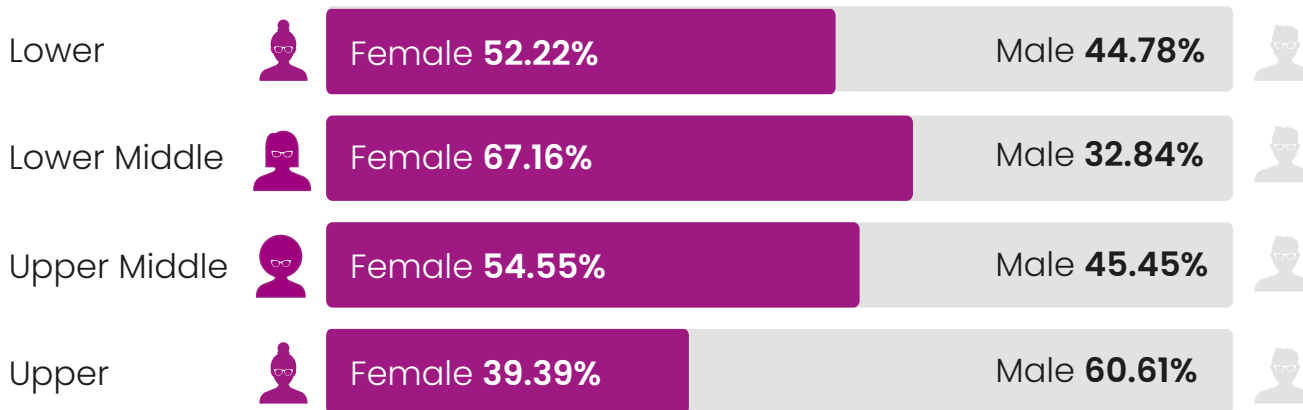
Gender pay gap



The GrandVision Tech Centre was created in January 2020 and employs 367 colleagues. We are pleased to report that we have maintained the reduction of 6% in the mean pay gap that we reported in 2022 with our mean pay gap in this reporting period being 13.53%

There are a higher percentage of male compared to female colleagues at the upper pay quartile, in other words in more senior roles, which explains the slight mean pay gap and the significant mean bonus gap, we have no females eligible for a bonus. 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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