

Gender pay gap report | 2021



At Specsavers, everybody is somebody. And so, diversity and inclusion are key to us achieving our long-term ambitions, ensuring we have the right people, in the right place, at the right time.

Introduction



We are committed to supporting all of our people to be the best they can be, by creating an environment that respects and values difference. We know that diversity of thought is crucial to a successful and sustainable business. So, it forms a fundamental part of our Long-Term Framework.

Our Employee Value Proposition (EVP) is one of our Long-Term Framework priorities – we're making sure that what it means to be a part of Specsavers is clear, and making sure everyone is listened to, feels included and valued.

As part of our EVP, it's important to us that we foster an environment where diversity and equality can thrive, ultimately creating an inclusive environment for all and making sure Specsavers is a place where everyone is proud to belong.

Part of that is being open and honest with where we are when it comes to diversity and inclusion in Specsavers. We have some great work underway but we still have more to do; we're at the start of our journey.

As with last year, our gender pay gap results show that we have made some good progress in some of our numbers, and we continue to focus on taking action at a local level to further improve the numbers.

It won't happen overnight – doing the right thing is one of the behaviours we live by at Specsavers. So, we'll take our time to make sure we are getting things right.



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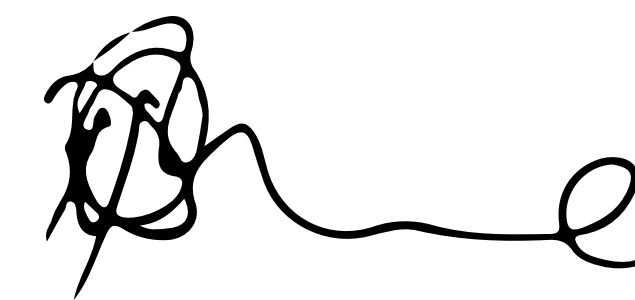
Our membership of Diversity in Retail, a community devoted to increasing diversity and inclusion across Retail, offers us a unique opportunity to gain a broader perspective and enhance our commitment to diversity and inclusion.

It will help us to grow and understand more about how we can ensure our culture embraces the different views and thinking of a diverse workforce.

Integral to us creating a more inclusive environment are our colleague networks. Prism, our LGBTQIA+ colleague network has been in place for a year and we've launched MenoTalk, our menopause support colleague network. We're also launching Empowered Together, a women's network and there are more in the pipeline.

I am delighted to see them in action and look forward to Specsavers being a truly inclusive place for all.

As CEO for Specsavers Optical Group, I can confirm that the gender pay gap data contained in this report is accurate.



John Perkins
Group CEO

Gender split of population



Gender pay gap

24.58%
Mean

33.7%
Median

Bonus pay received



Men
0.78% difference
Women

Bonus pay difference between men and women

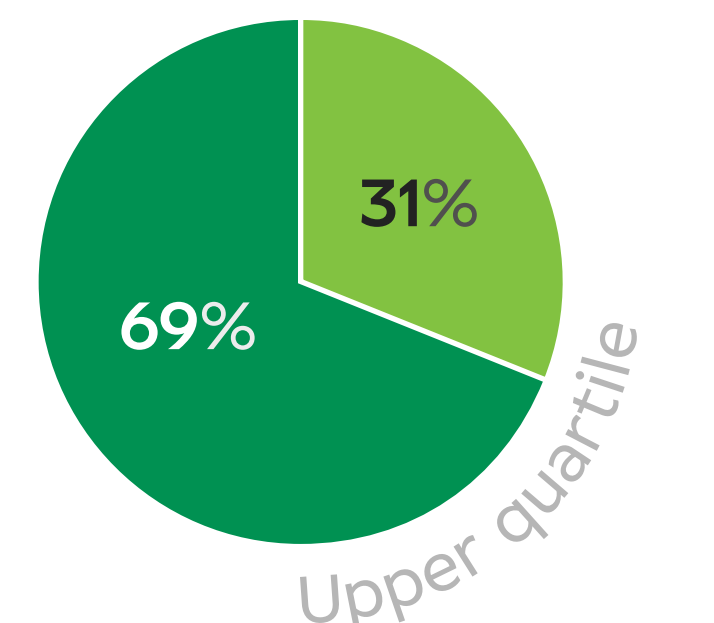
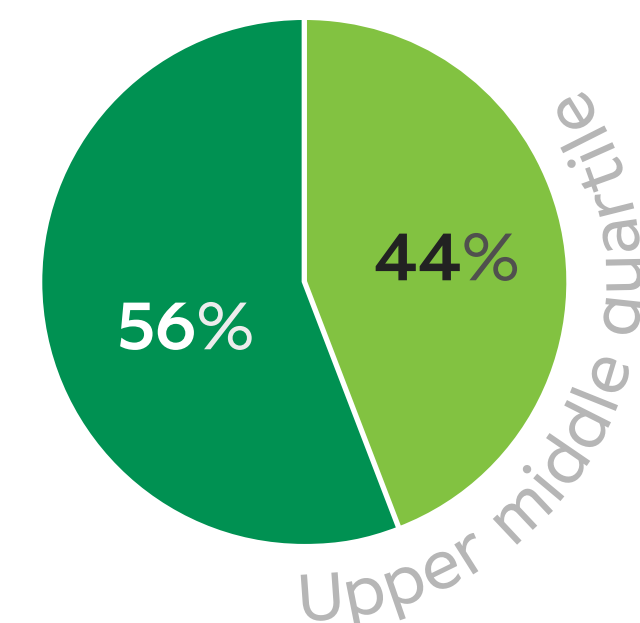
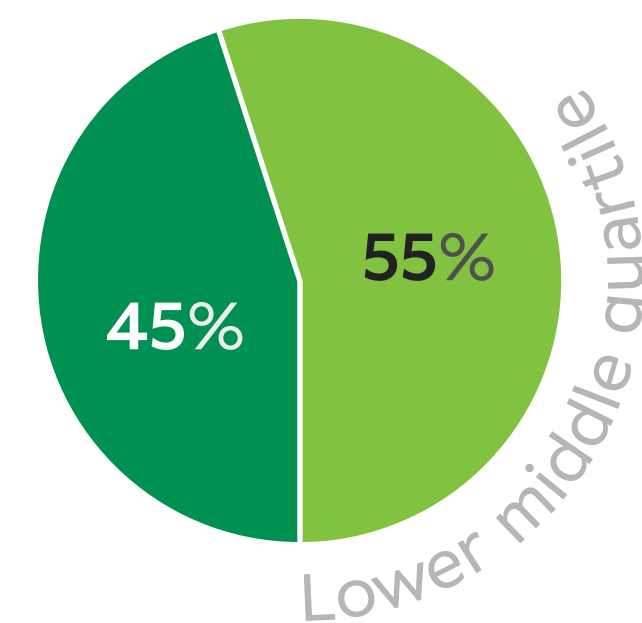
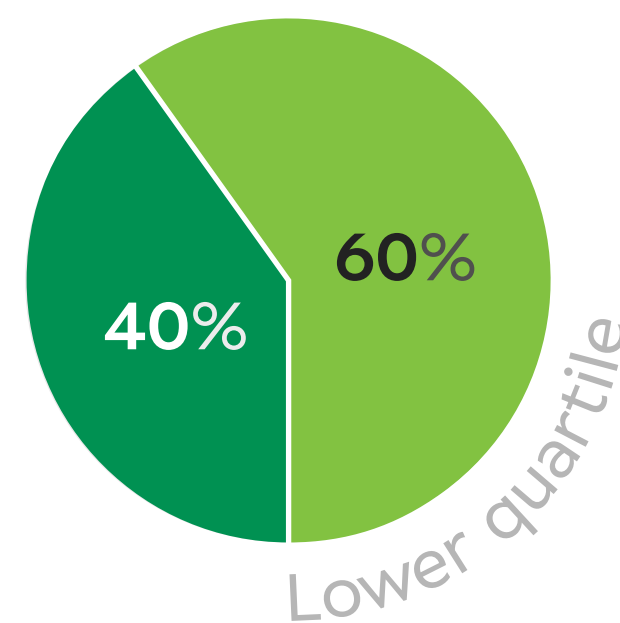
608
Men

549
Women

34.22%
Mean

52.32%
Median

Pay quartiles



Our results for 2021

Specsavers Optical Stores

The information on this page relates specifically to Specsavers Optical Superstores, our UK support office network.

Gender split of population



163
Men

141
Women

Gender pay gap

25.47%
Mean

7.28%
Median

Bonus pay received



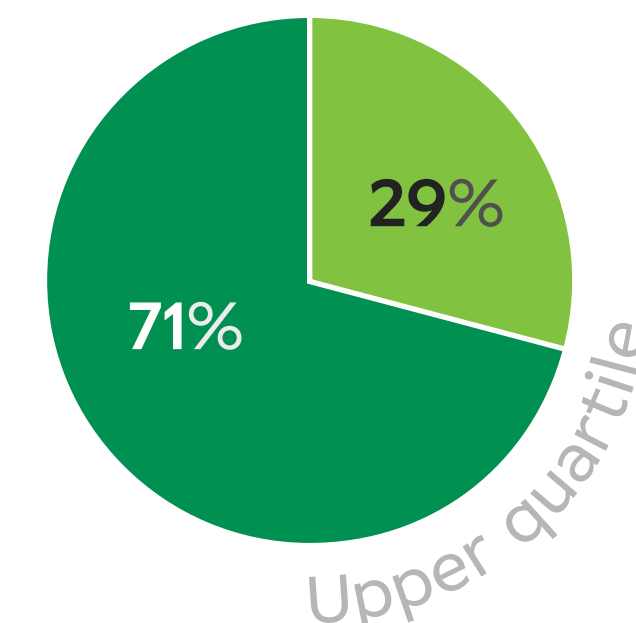
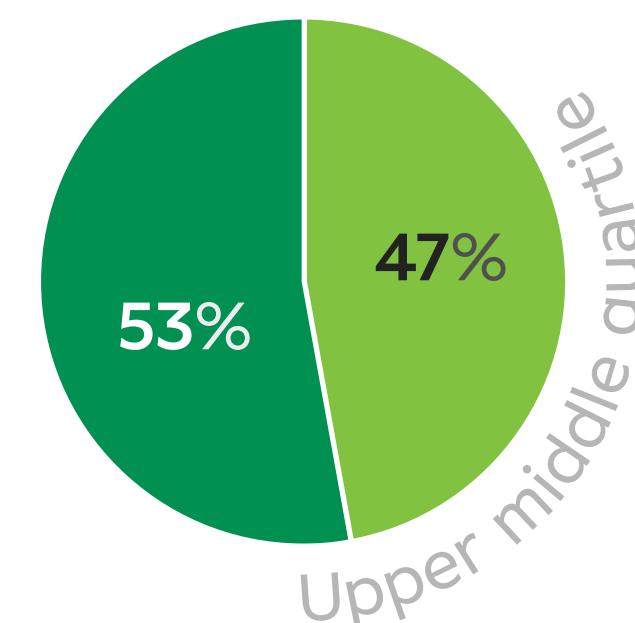
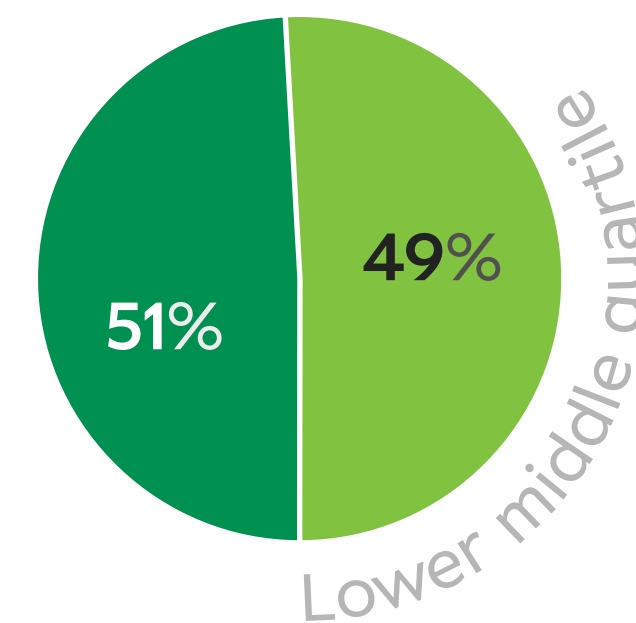
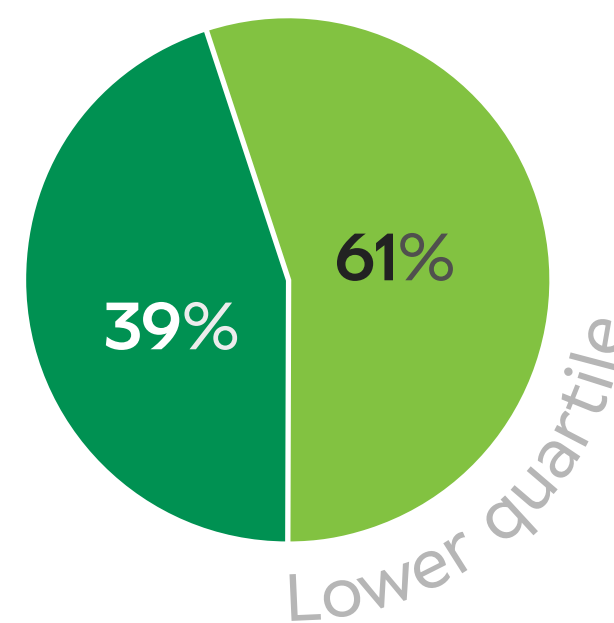
2.37% difference
Men
Women

Bonus pay difference between men and women

62.89%
Mean

5.47%
Median

Pay quartiles



Our results for 2021

Vision Labs

The information on this page relates specifically to Vision Labs, one of Specsavers' manufacturing and distribution sites.