

Gender pay gap report | 2022



At Specsavers, we believe everyone should feel welcome, valued and proud to belong.

That's why we continue to place a focus on diversity and inclusion. As a global organisation we have the benefit of working with truly diverse groups of people every day, so it is important that we are as inclusive as we can be.

We have lots to be proud of, but like every business, we know there is still more for us to do.

Year on year, our gender pay gap report for the relevant UK entities shows we are making some really good progress:

- We've completed a detailed and robust organisational review - increasing the female representation on our executive board by 7%
- In Vision Labs we've seen the gap in mean average hourly pay between men and women reduce by 4.3%, and a greater percentage of women received bonus pay than in 2021 (90.2% of women receiving bonuses in 2021 compared to 94.8% in 2022)

- In Specsavers Optical Superstores (known as SOS) we now have more females in senior leadership roles (an increase of over 40 from the previous year), reducing the gap in mean average pay by over 7%, and in median pay by 4.5%. We've also seen the gap in mean average bonus received by men and women reduce by 4.6%.

But we know it isn't just about seeing improvements in the numbers, it's about committing to the Diversity and Inclusion strategy and 10-point plan we launched in October 2022 to create a truly inclusive culture for all colleagues.

Our plan details the activity we are focusing on and creates the space to concentrate on the key opportunities to move us forward in our journey to full inclusivity.

We've grouped the activity under four pillars:

Strategy and data

committing to activity that helps to create an inclusive culture

Role modelling

ensuring everyone role models and contributes to an inclusive environment

Connection

keeping us all connected to the importance of inclusion

Progress

focusing on key opportunities to ensure we create a more inclusive organisation.

We also continue to work with Diversity in Retail to learn from others and grow our plans; through the female leadership programme and through strong female representation on our New Talent programme – all of which help women develop their skills and progress through the organisation.

Alongside this, we remain focused on fostering an inclusive culture for colleagues through our colleague network groups.

This really is an exciting time for us in Specsavers as we continue to improve equity across our business. I look forward to seeing further improvements in the coming year.

As Chief People Officer for Specsavers Optical Group, I can confirm the gender pay gap data in this report is accurate.



Gender split of population

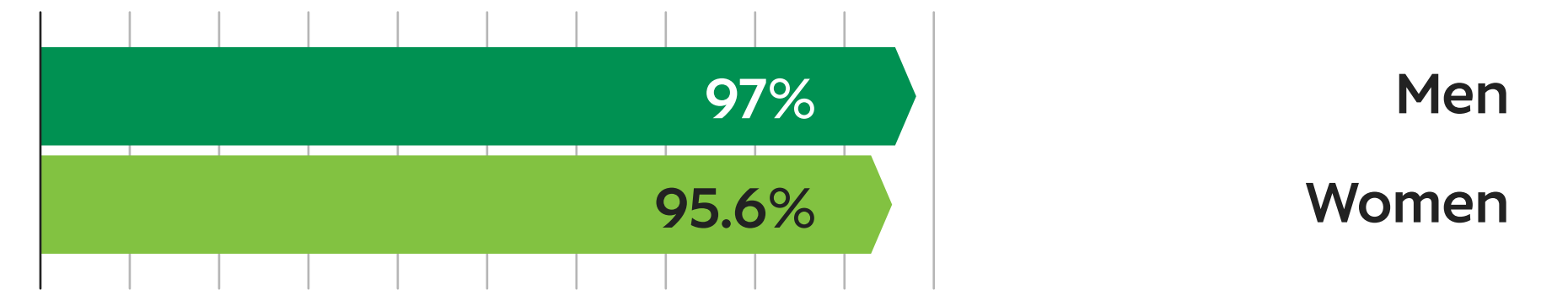


Gender pay gap

16.7%
Mean

29.2%
Median

Bonus pay received



Bonus pay difference between men and women

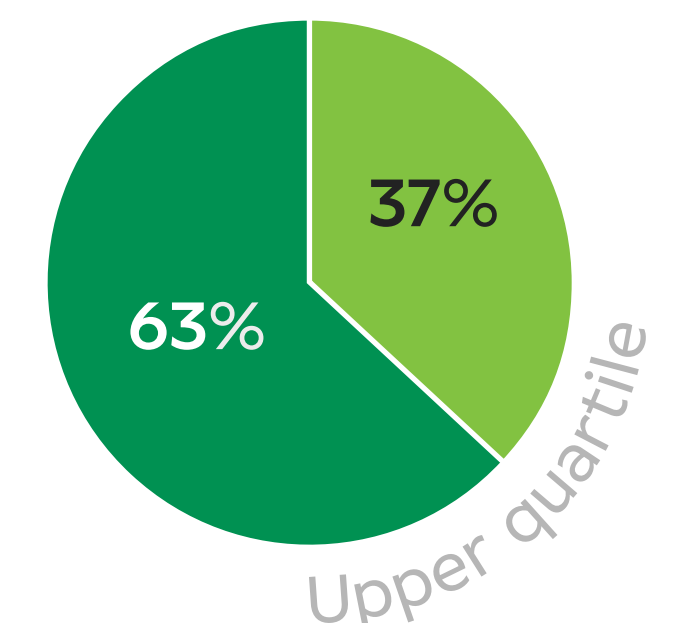
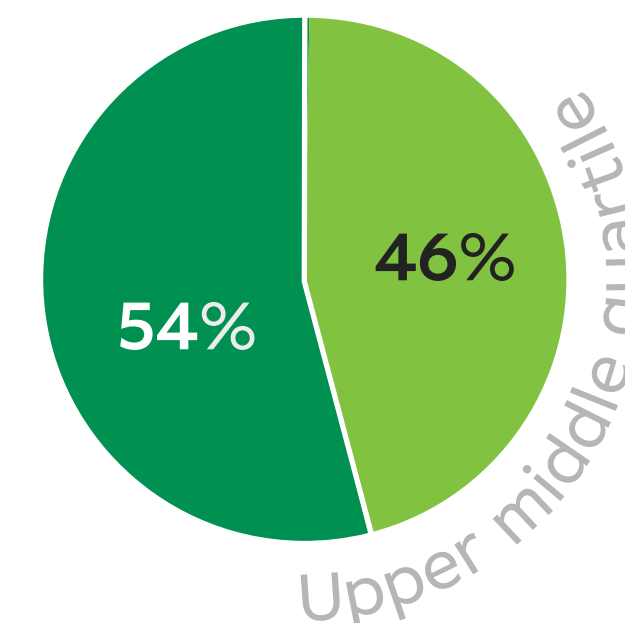
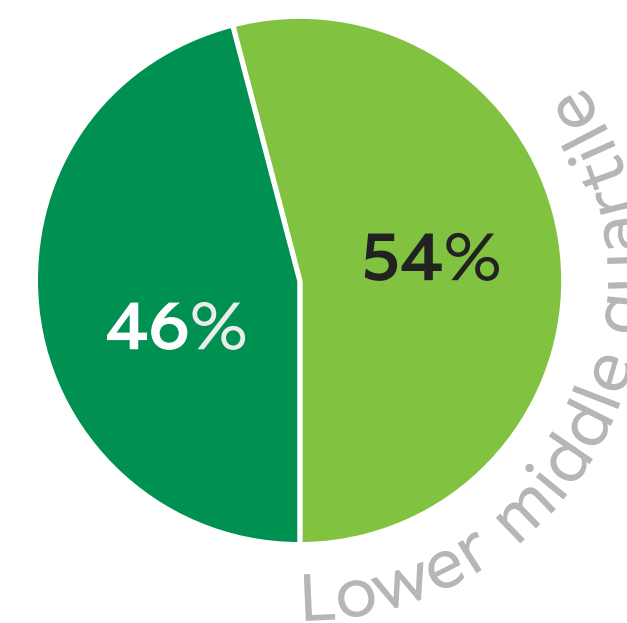
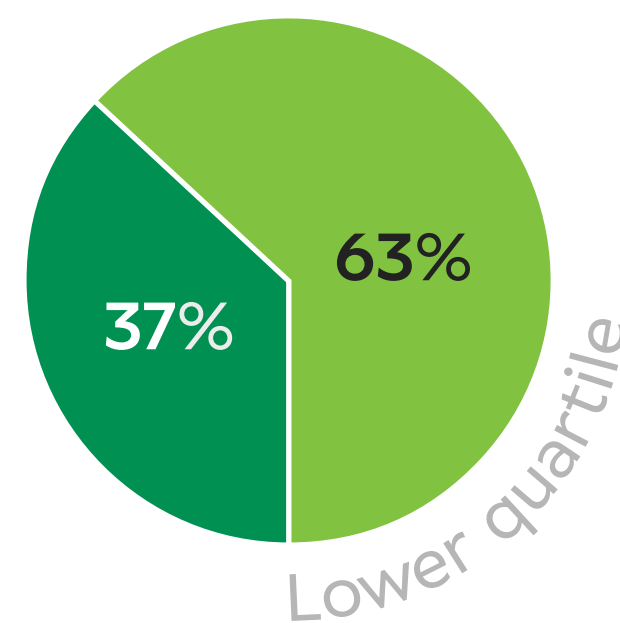
772
Men

766
Women

29.6%
Mean

26.6%
Median

Pay quartiles



Our results for 2022

Specsavers Optical Stores

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

Gender split of population



168
Men

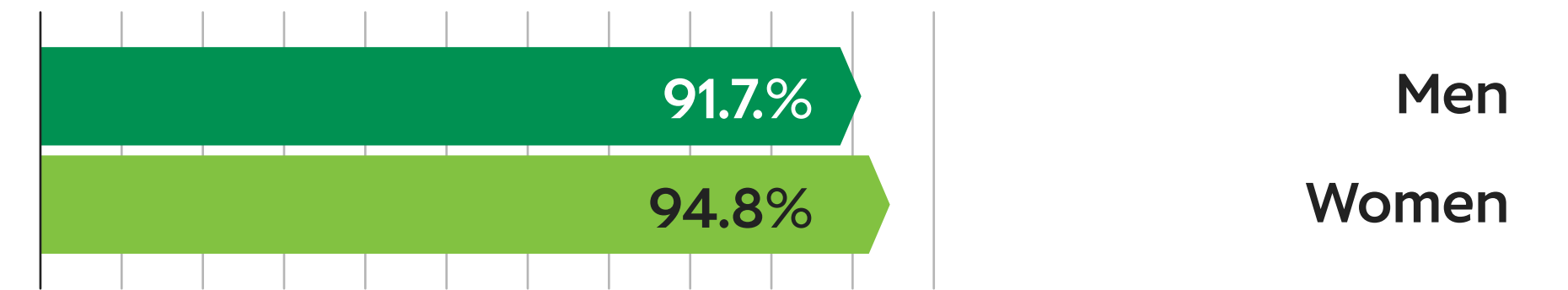
155
Women

Gender pay gap

21.2%
Mean

16.7%
Median

Bonus pay received

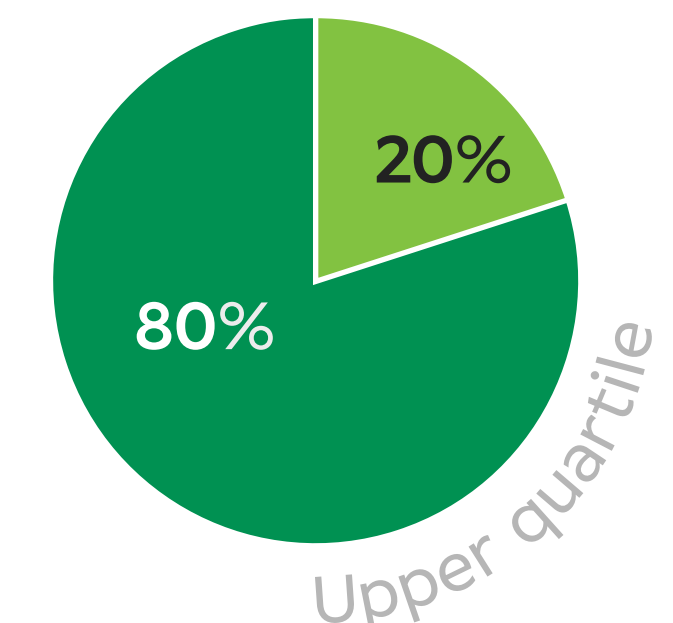
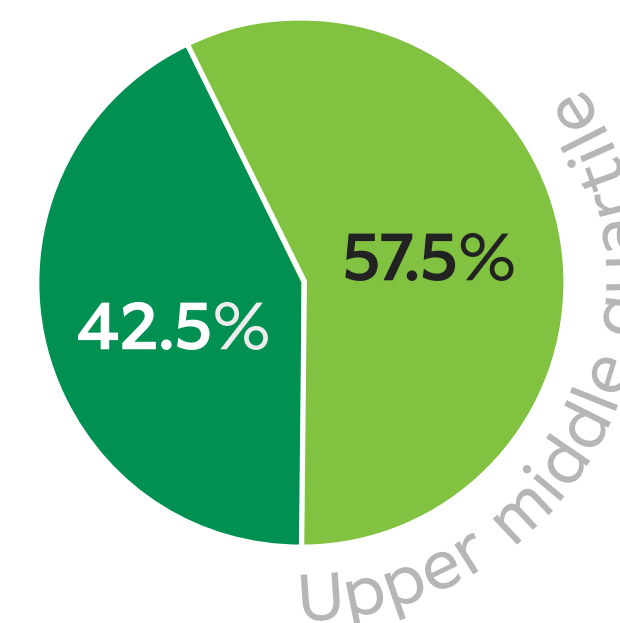
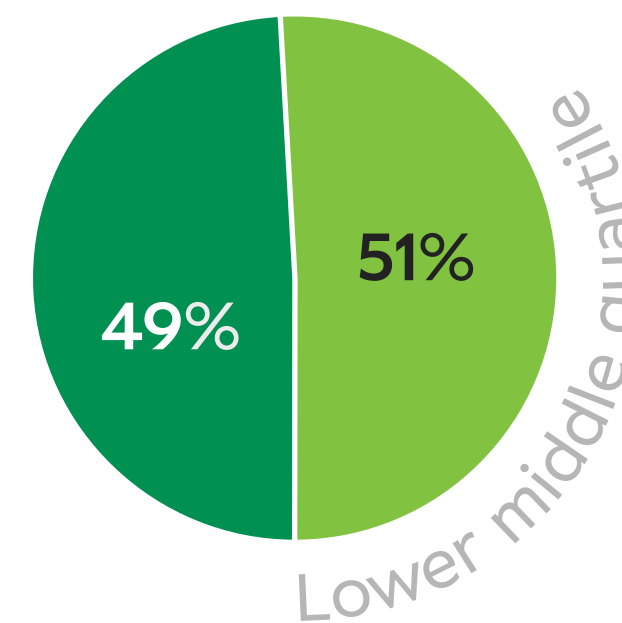
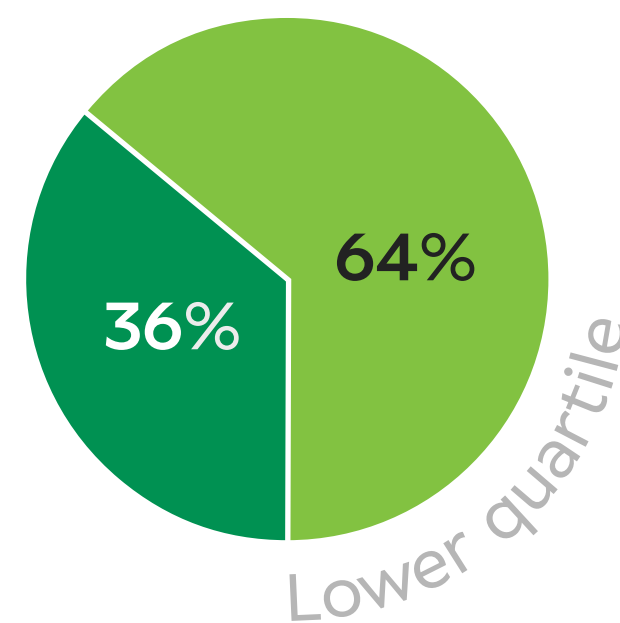


Bonus pay difference between men and women

82.5%
Mean

0%
Median

Pay quartiles



Our results for 2022

Vision Labs

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