

Gender pay gap report | 2023



At Specsavers, we want everyone to feel proud to belong; to feel welcome and valued when they work with us.

We're focused on making Specsavers a great place to work, and we know, to do that, we need to be making sure we are inclusive in everything we do.

With our new focus on gender balance, there is a lot for us to be proud of, but as always, there is more we can do.

The gender pay gap data shared in this report (for the relevant UK entities) shows that year on year, we are making positive steps to improve, supported by our global diversity and inclusion activity.



Over the past 12 months, we have:

- Started advertising salaries on more and more roles in Specsavers Optical Superstores (known as SOS) which has resulted in more female applicants
- Seen a positive move in the pay mean and pay median in SOS, with a reduction of 1.4% and 2.2% respectively,
- We've also seen a positive move in the pay mean and pay median, with a reduction of 4.2% and 6.2% respectively in Vision Labs.

While there have been some positive moves, supporting our ambition to further reduce the pay gap, we are committed to doing more.

As part of our Year 2 diversity and inclusion strategy, we will be placing a focus on D&I training (to help colleagues, managers and leaders understand the importance of inclusion, and their role in creating an inclusive environment for all) and demographic data gathering (to support us in developing plans that are representative of our people). We will also be focusing on improving our gender balance.

Through our gender balance activity, we will:

- Continue our approach to advertising salaries on more and more roles to encourage more females to apply,
- Aim to have an equal number of male and female applicants shortlisted for our vacancies,
- Ensure we have balanced interviewing processes for all senior interviews to reduce any bias.

While we know this won't immediately reduce our gender pay gap, we see it as a positive step forward, and we are absolutely committed to the activity that will help us get there.

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

A handwritten signature in black ink, appearing to read 'Pauline Best'.

Pauline Best
Chief People Officer

Our results for 2023

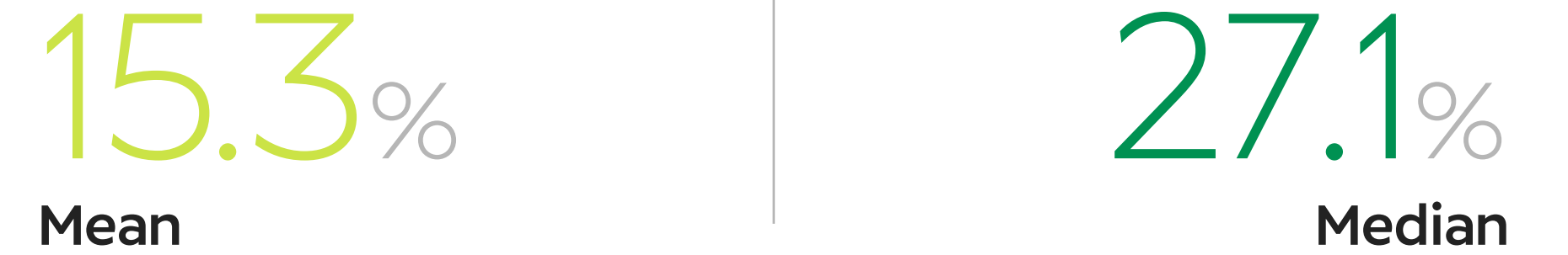
Specsavers Optical Superstores

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

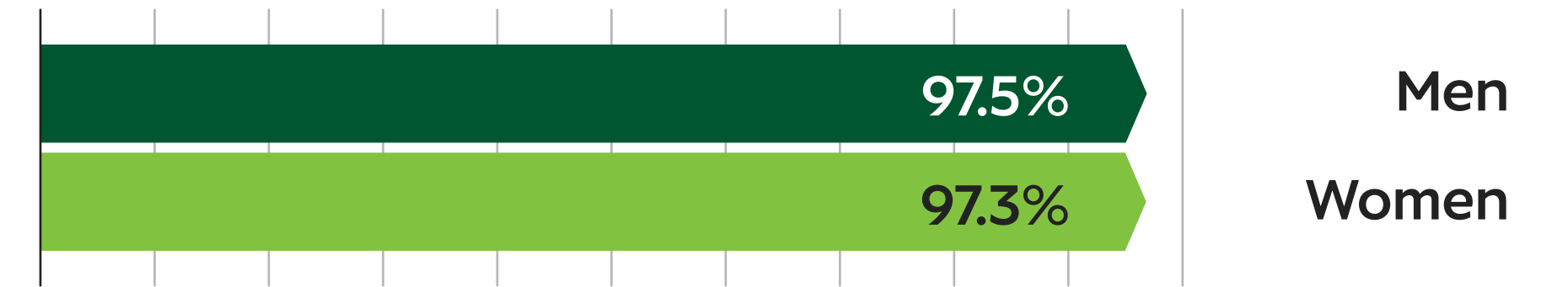
Gender split of population



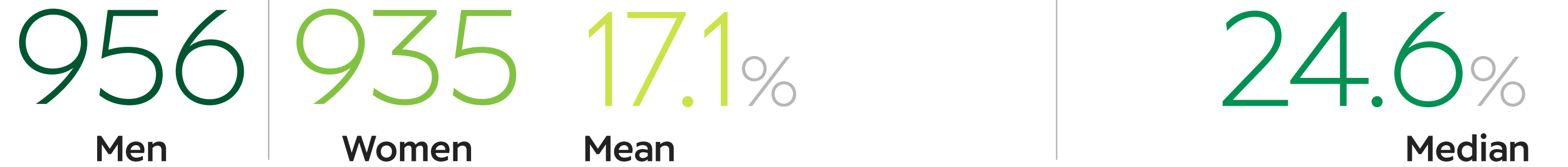
Gender pay gap



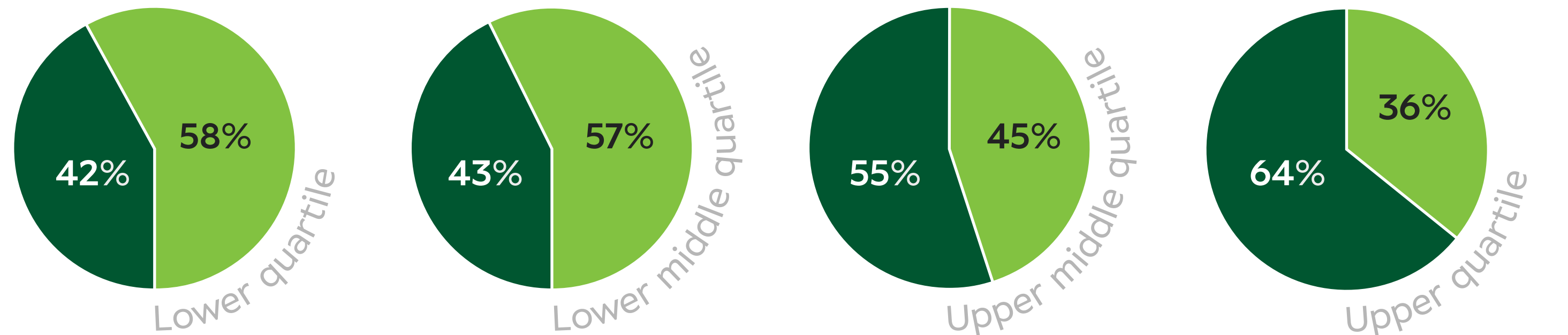
Bonus pay received



Bonus pay difference between men and women



Pay quartiles



Our results for 2023

Vision Labs Limited

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

Gender split of population



176
Men

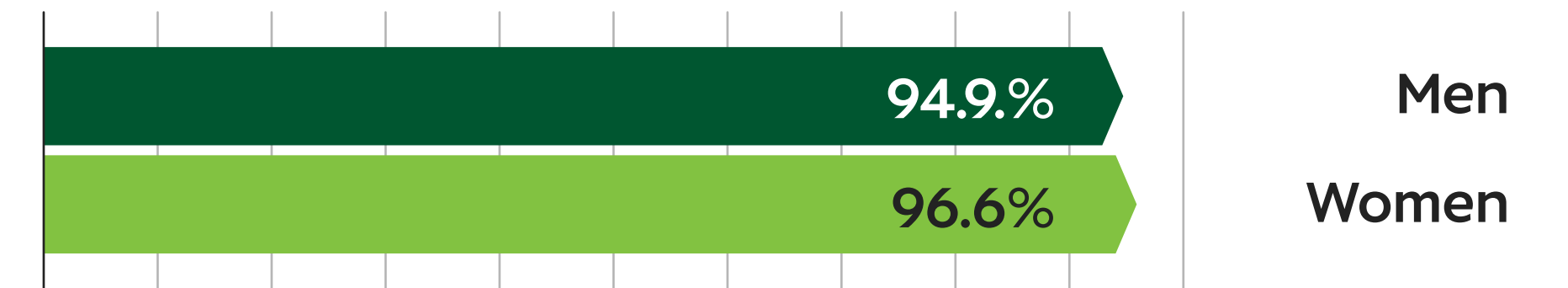
145
Women

Gender pay gap

17.0%
Mean

10.4%
Median

Bonus pay received



Bonus pay difference between men and women

57.6%
Mean

0%
Median

Pay quartiles

