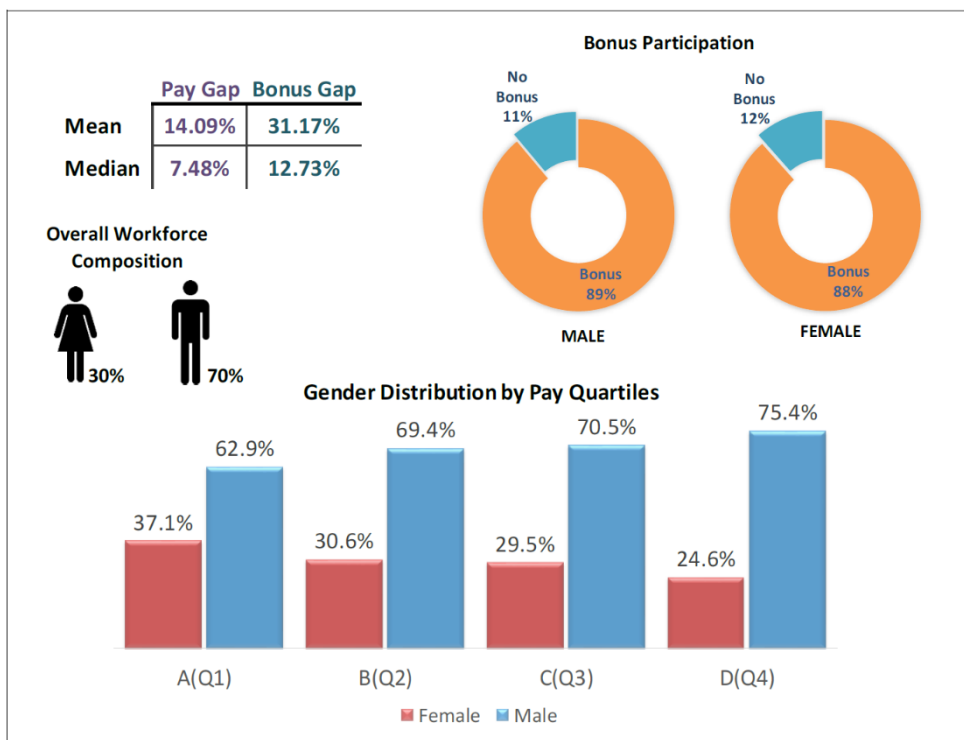


Optos Gender Pay Report 2022

Introduction

The gender pay gap figures shown are in line with Government regulations. The report shows the mean (average) and median pay gaps between men and women's hourly pay and bonuses.

In our first Gender Pay Report we note that our median hourly pay rate differential is lower than the national differential at 7.48% compared to 14.9% (according to the Office for National Statistics 2022). The mean hourly rate differential is broadly in line with the national level at 14.09% compared to 13.9%. However, we do have a larger differential on the bonus element.



We are committed to continuing to reduce our gender pay gap with a number of initiatives that include:

Talent Management & Recruitment: We will ensure our policies and processes evolve to support promotional & development opportunities for women. We will also continue to ensure our recruitment practices attract the best gender balance of potential candidates.

Educational Outreach and Early Careers: Through our STEM and Career Ready programmes we provide young people with an understanding of future career opportunities. In our Early Careers Programme, we support female and male employees through our Apprenticeships and Graduate schemes. We will continue to ensure that we offer equal opportunities across these programmes.

Maternity and Paternity: During 2022 we introduced enhanced paid leave for maternity and paternity to better support employees with young families.

Flexible Working Practices: We have developed a range of flexible working practices to support the different needs of our employees including hybrid working and flexi-time appropriate to roles.



Robert Kennedy
CEO