

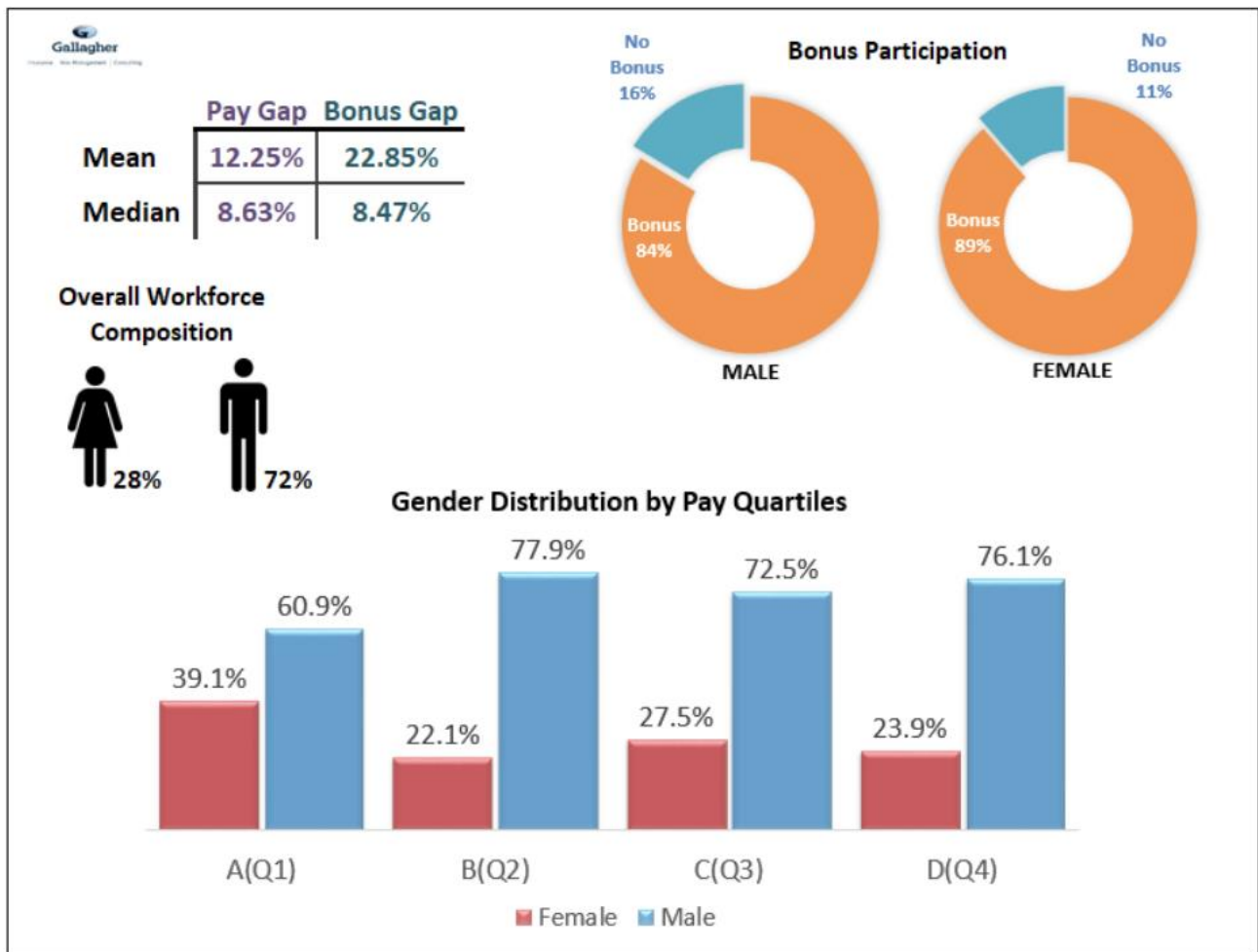
Optos Gender Pay Report 2024

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 third Gender Pay Report we note that our median hourly pay rate differential is lower than the national differential at 8.63% compared to 14.3% (according to the Office for National Statistics 2023). The mean hourly rate differential is broadly in line with the national level at 12.25% compared to 13.9% (according to the Office for National Statistics 2022).

We do have a larger differential on the bonus element, however this has reduced from previous reports in part due to the inclusion of commission bonus payments from this year.





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.

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.

A handwritten signature in blue ink that reads "R Kennedy". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Robert Kennedy
CEO