

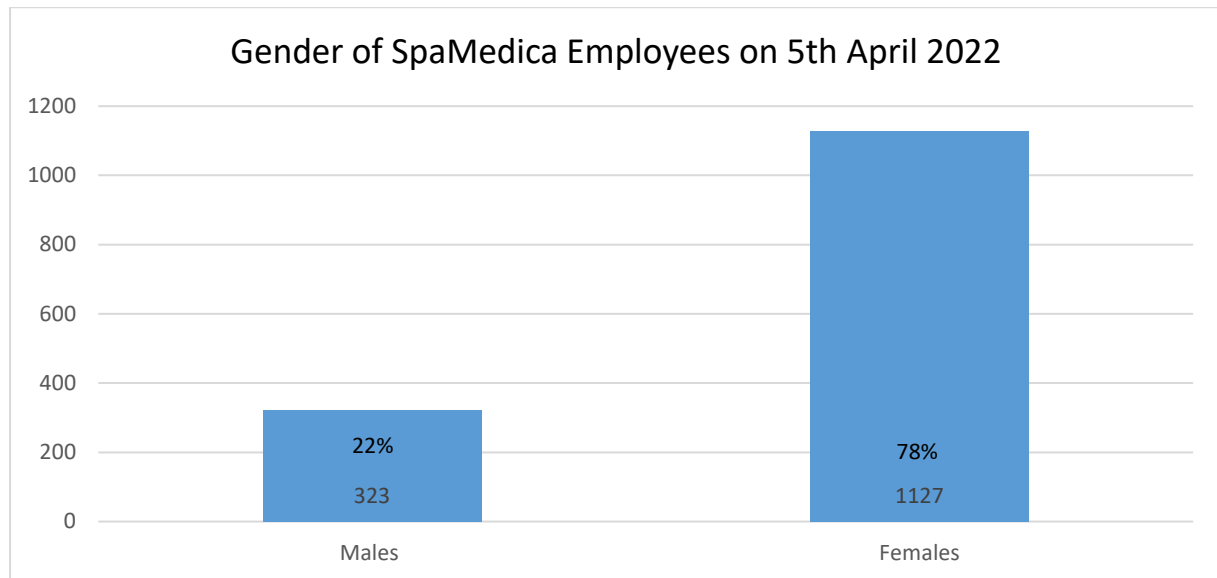


Gender Pay Report April 2022

Published 4th April 2023

Gender Pay Gap (GPG) Reporting

SpaMedica is one of the leading providers of NHS eye patient services in the UK and on 5th April 2022 we had a workforce demographic of 78% (1127) females and 22% (323) males, totalling 1450 employees. 7% of these being temporary workers who are predominantly bank worker colleagues, comprising of nurses and other clinical/non clinical staff.



SpaMedica is committed to the fair treatment and reward of its employees irrespective of gender and is committed to creating a culture that is transparent, diverse, and inclusive. This report is based on a snapshot of all SpaMedica employees as of 5th April 2022.

Reminder of Legislative Requirements

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th of April each year.

The specific information we are required to publish needs to include:

- Mean (average) gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Percentage of men and women in each hourly pay quarter
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap using bonus pay
- Median gender pay gap using bonus pay

A **gender pay gap** is a measure of the difference in the pay of men and women across an entire organisation, regardless of the nature or level of their work. It is different from an **equal pay comparison**, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.

Understanding the Gender Pay Gap

A positive percentage figure reveals that typically, or overall women have lower pay or bonuses than employees who are men.

A negative percentage figure reveals that typically, or overall employees who are men have lower pay or bonuses than employees who are women.

Entity		SpaMedica Ltd	
Number of Employees (includes bank workers)		1450 (Relevant employees – 323 male/1127 female)	
HOURLY PAY			
Mean Average <i>The average hourly pay</i>	7.9% (Male mean (average) hourly pay is 7.9% higher than females)		
Median <i>The middle value in a list of hourly rates</i>	-14.5% (Female median hourly pay is 14.5% higher than males)		
Pay Quartiles		Men	Women
Upper Quartile		20.6%	79.4%
Upper Middle Quartile		19.9%	80.1%
Lower Middle Quartile		20.6%	79.4%
Lower Quartile		33.1%	66.9%
BONUS PAY			
Mean <i>The average bonus</i>	73.2% (Male mean (average) bonus is 73.2% higher than females)		
Median <i>The middle value in a list of bonus payments</i>	7.4% (Male median bonus is 7.4% higher than Females)		
% of Employees who received a bonus		Men	Women
<i>% of Employees on the snapshot date who received a bonus in the previous 12 months</i>		58.8% (190 employees)	53.5% (603 employees)

Key Findings

Due to SpaMedica operating in the healthcare sector we are recruiting from a market with a considerably higher percentage of females working within it.

SpaMedica is confident that the mean gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is a result of a workforce made up of 78% females and 22% males and then from the 22% of males (324 employees), 7 hold senior leadership positions.

Since 2021, The Mean Gender Pay Gap in SpaMedica has fallen from 12.1% to 7.9% in 2022, representing a decrease of 4.2%. The median pay is -14.5% for 2022 compared to -14.9% in 2021.

In relation to bonus pay, the figures show that the median bonus for males is 7.4% higher than females (2021 was -11.5%), whereas the mean bonus payment for men is 73.2% higher than the mean bonus for female employees (2021 was 8.7% higher for males).

How SpaMedica's Gender Pay Gap Looks Against the Wider Picture

The below statistics are taken from www.ons.gov.uk website published in October 2022.

- The Median gender pay gap among all employees in the UK was 14.9% in April 2022, falling slightly from 15.1% in 2021.

These statistics reflect that SpaMedica's Median average at -14.5% is showing that the mid-range female in SpaMedica receives a notably higher gender pay gap in their favour in comparison to the national average.

How SpaMedica are Responding

RECRUITMENT PRACTICES – SECURING THE BEST TALENT



We are consistently reviewing our recruitment practices to ensure that we are fair and offer equal opportunities in both internal and external recruitment, whilst still attracting and securing the best talent. In 2023 we are introducing a new ATS system and will be utilising a gender bias decoder for our job advertisements to ensure that they are gender neutral and will appeal to the widest possible audience.

We continue to attract and hire the best candidate for all our positions, regardless of gender, but always based on experience, skills and qualities.

LEARNING AND TALENT DEVELOPMENT



We are working to create a full suite of management development to support our people and provide them with the training they need to develop their skills and experience. This will in turn support them to successfully apply for new roles within the business and progress within our pay structure.

We piloted our Eye-Manage management development programme in 2022 and will roll this out further in 2023. Unconscious bias training will also be included in recruitment training for Managers during 2023 to foster an inclusive environment in all areas.

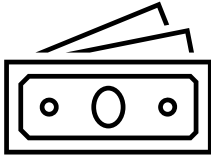
These initiatives will not directly target a specific gender; 68% of our supervisors and managers in April 2022 were female.

We currently have 12 apprentices spread across a mix of clinical and non-clinical roles, who are studying level 3 – level 5 qualifications. The programmes are not targeted at a specific gender and, 75% of our apprentices are female.

A training needs analysis has been developed for all employees, to identify skill sets are relevant when employees are applying for apprenticeships or other development opportunities.

Equality and Diversity training forms part of our mandatory programme for all employees at SpaMedica and helps them to understand more about their responsibilities for promoting equality and diversity in the workplace.

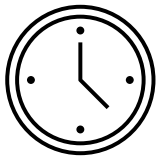
SALARY BANDINGS AND COMPETENCY FRAMEWORK



We continue to review our competency-based salary bandings to ensure that all our employees are paid in accordance with their knowledge, skills and competence, regardless of their gender or any other protected characteristic. Our aim is to reward our employees in line with their skill development.

During 2022 we reviewed our salary bandings based on competencies and will carry out a further review in 2023.

FLEXIBLE WORKING



SpaMedica supports flexible working requests from all our employees in managing their work-life balance. In this reporting period, up to 5 April 2022, we received 26 flexible working requests: 88% (23) female applicants and 12% (3) male applicants. All 26 of these requests were granted.

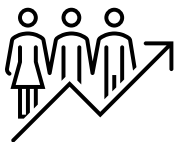
CELEBRATING FEMALE ROLE MODELS



We actively recognise and celebrate female role models that carry out senior roles within SpaMedica on both a regular basis and as part of wider events like International Women's Day.

In addition, our internal employee engagement programmes will continue to provide opportunities for awareness, education, and celebration, particularly during nationally recognised months of diversity and inclusion.

REVIEWING OUR SUCCESS



We will continue to evaluate our performance to ensure that we provide equality, diversity, and inclusion for our employees to improve all aspects throughout their employment journey with SpaMedica.

We confirm that our data is accurate and prepared in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Richard Woodward'.

Richard Woodward
Chief Executive Officer