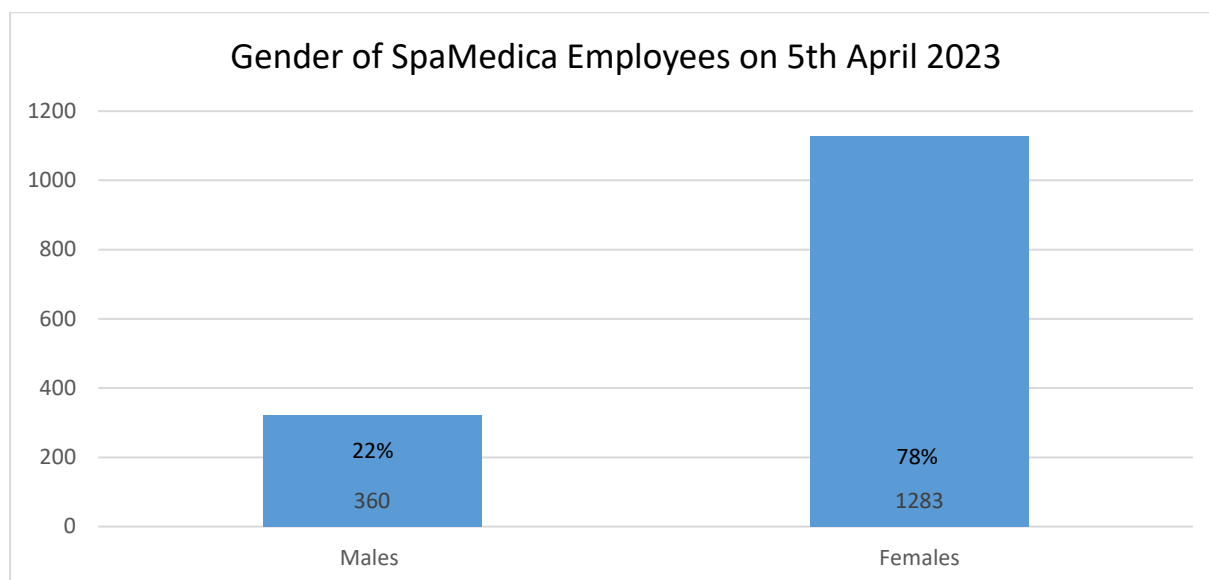




Gender Pay Gap Report
Snapshot 05th April 2023
Published 4th April 2024

Gender Pay Gap (GPG) Reporting

SpaMedica is one of the leading providers of NHS eye patient services in the UK and on 5th April 2023 we had a workforce demographic of 78% (1283) females and 22% (360) males, totalling 1643 employees. 4% of these being temporary workers who are predominantly bank worker colleagues, comprising of nurses and other clinical/nonclinical 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 2023.

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)	1438 (Full pay Relevant employees – 326 male/1112 female)	
HOURLY PAY		
Mean Average <i>The average hourly pay</i>	11.0% (Male mean (average) hourly pay is 11% higher than females)	
Median <i>The middle value in a list of hourly rates</i>	-10.2% (Female median hourly pay is 10.2% higher than males)	
Pay Quartiles	Men	Women
Upper Quartile	23.4%	76.6%
Upper Middle Quartile	17.2%	82.8%
Lower Middle Quartile	16.4%	83.6%
Lower Quartile	33.6%	66.4%
BONUS PAY		
Mean <i>The average bonus</i>	48.2% (Male mean (average) bonus is 48.2% higher than females)	
Median <i>The middle value in a list of bonus payments</i>	-0.7% (Male median bonus is 0.7% Lower than Females)	
% of Employees who received a bonus	Men	Women
% of Employees on the snapshot date who received a bonus in the previous 12 months	75.0% (270 employees)	69.9% (897 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 (360 employees), 6 hold senior leadership positions.

Since our 2022 report, the mean Gender Pay Gap in SpaMedica has risen from 7.9% to 11% in 2023, representing an increase of 3.1%. The median pay is -10.2% for 2023 compared to -14.5% in 2022.

In relation to bonus pay, the figures show that the median bonus for males is -0.7% lower than females (2022 was 7.4%), whereas the mean bonus payment for men is 48.2% higher than the mean bonus for female employees (2022 was 73.2% 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 November 2023.

- The Median gender pay gap among all employees in the UK was 14.3% in April 2023, falling slightly from 14.4% in 2022.

These statistics reflect that SpaMedica's Median average at -10.2% 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. During the latter half of 2023 we introduced a new Applicant Tracking System which will provide greater insight to inform our recruitment practices in the future. In 2024, we plan to utilise 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 creating a suite of management development resources 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 realising their potential.

We continued the delivery of our eyeManage leadership development programme in 2023, training 32 Managers and will roll this out further in 2024.

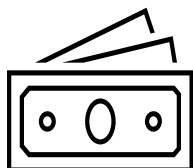
These initiatives will not directly target a specific gender; 72.8% of our supervisors and managers in April 2023 were female.

We currently have 27 apprentices spread across a mix of clinical and non-clinical roles, who are studying level 3 – level 7 qualifications. The programmes are not targeted at a specific gender and, 59% 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 2023 we reviewed our salary bandings based on competencies and we will carry out a further review in 2024.

Our remuneration committee also meets quarterly providing governance to salary and banding decisions.

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 2023, we received 36 flexible working requests: 97% (35) female applicants and 3% (1) male applicant. 35 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.

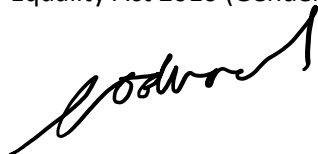
In addition to our employee engagement programmes we will continue to provide opportunities for awareness, education, and celebration, particularly during nationally recognised months of diversity and inclusion. This focus has resulted in the launch of our Inclusion and Engagement Hub in 2023, containing information, resources, and education in support of a more inclusive and diverse workplace culture.

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 also completed our first Great Place to Work Employee Survey in 2023. The collation of this data on an annual basis will help to measure our performance in this area and provide us with insight to inform future change and challenge our current processes.

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 'R Woodward', with a long, sweeping horizontal line extending to the right.

Richard Woodward
Chief Executive Officer