

Gender Pay Gap Report 2024 – Essilor Limited

Essilor limited is part of the wider EssilorLuxottica Group, it manufactures and sells Ophthalmic lenses and optical equipment within the United Kingdom & Ireland. Essilor Limited is an Equal Pay employer, men and women performing equal work receive equal pay as per a role grading structure that is published to employees. There is a Gender Pay Gap, but this is primarily due to a proportion of Senior Management belonging to parts of the organisation outside of the Essilor Ltd legal entity and both a senior executive and senior manager being on maternity leave.

Essilor Limited is reporting a Mean Gender Pay Gap of 7.4% and a Median of 6.2%. We continue to explore how these gaps can be closed further. Essilor Ltd does practice equal opportunities, encourages internal development and promotions and strongly believes in appointing the best candidate for a role regardless of gender or any other factors.

Gender Mean

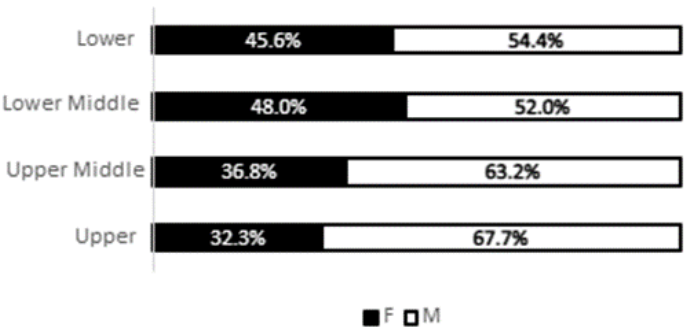


Gender Median

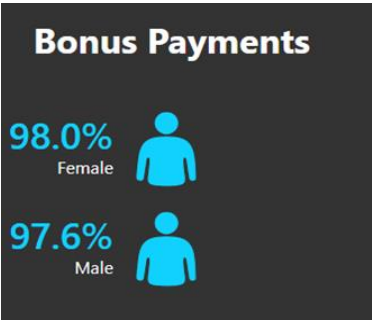


The proportion of male and female employees are split into quartile bands based on their ordinary pay.

Pay Quartiles



Bonus payments include Quarterly and Annual Bonuses and commission schemes. The proportion of male and female employees receiving these are 97.6% of men and 98% of women receiving bonuses within the year.



Bonus Pay

The range of bonuses does vary however, and this is due to the higher proportion of male employees in Senior Management positions within Essilor Ltd.

Bonus Mean



Bonus Median



I confirm that the data published in this report is accurate. Fredrik Jonsson, VP Wholesale North Europe