



VISION EYE INSTITUTE LIMITED – EMPLOYER STATEMENT 2023-2024 WORKPLACE GENDER EQUALITY AGENCY SUBMISSION

At Vision Eye Institute (Vision), we uphold gender pay equality as not only a legal obligation but also a core component of our organisational integrity and values. We recognise that fair and equal pay for all genders is essential in fostering an inclusive, diverse, and productive workforce.

Vision is dedicated to ensuring that all employees, regardless of gender identity, receive equal pay for equal work. This commitment encompasses all aspects of our compensation practices, including base salary, bonuses and other forms of remuneration. We believe our employees' compensation should be based on their role and responsibilities, performance and qualifications, without any bias or disparity due to gender.

Vision strictly adheres to the principle of "equal pay for equal work". This means employees holding the same position, with comparable experience and qualifications will receive equal pay, irrespective of their gender. We continuously monitor our pay practices to ensure they meet this standard.

Our nurses in Queensland and Victoria are remunerated in accordance with an Enterprise Bargaining Agreement (EBA). Employees not covered by an EBA are remunerated in line with a relevant industry award or otherwise in accordance with their skill and experience. At no time does gender impact remuneration.

The 2023-2024 WGEA Reporting Executive Summary for Vision reveals a small gender pay gap in favour of men. As a specialist medical services provider, Vision employs a broad range of professionals, including nurses, orthoptists, optometrists, and ophthalmologists. The inclusion of a small number of male ophthalmologists in the 2023-2024 WGEA report resulted in minor gender pay anomalies (3.2% Median Total Remuneration in favour of men and 0.6% Median Base Salary in favour of men). This is an improvement from the previous reporting period.

Vision's commitment to gender pay equality extends beyond remuneration to encompass all aspects of career progression. Opportunities for advancement, professional development and pay increases are equally accessible to all employees, regardless of gender.

At Vision, we understand that addressing gender pay gaps is a continuous process that requires regular review and improvement. We are fully committed to addressing any gaps that may arise in our organisation and will continue to analyse our gender pay gap data annually to ensure any issues are identified and appropriately addressed.

Amanda Cranage
Managing Director & Chief Executive Officer