

**VISION EYE INSTITUTE LIMITED**  
**GENDER PAY GAP EMPLOYER STATEMENT – 2022-2023 SUBMISSION**

At Vision Eye Institute (Vision), we believe gender pay equality is not just a legal obligation, but a fundamental part of our organisational integrity and values. We recognise that fair and equal pay for all genders is crucial in promoting an inclusive, diverse and productive workforce.

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

Vision adheres strictly to the principle of "equal pay for equal work." This means that all employees holding the same position, with comparable experience and qualifications, 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). The remaining employees not remunerated pursuant to an EBA are remunerated in line with a relevant award or otherwise in accordance with their skill and experience. At no time does gender impact on remuneration.

We note the 2022-2023 WGEA Reporting Executive Summary for Vision highlights a small gender pay gap in favour of men. Being a specialist medical services provider, Vision has a diverse range of employees who meet the criteria for the "Professionals" category (ranging from nurses, orthoptists, optometrists and specialist medical employees which include ophthalmologists). The inclusion of the specialist medical employees (which happen to be male in the 2022-2023 WGEA report), resulted in the appearance of minor gender pay anomalies in Vision's WGEA reporting (of 7.4% Median Total Remuneration in favour of men and 7.5% Median Base Salary in favour of men).

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

**Amanda Cranage**  
**Managing Director & Chief Executive Officer**