BC Pay Transparency Report

2026

Specsavers

Employer Details

EMPLOYER	Specsavers Canada Inc.
ADDRESS	101-3001 Wayburne Drive, Burnaby, BC
REPORTING YEAR	2026
TIME PERIOD	March 1, 2025 - February 28, 2026
NAICS CODE	55 - Management of companies and enterprises
NUMBER OF COLLEAUGES	50-299

About Specsavers

Specsavers is a global optical organization, providing accessible, high-quality care to communities around the world.

For over 40 years, our purpose has been to change lives through better sight. With stores and support offices around the world, our colleagues work together to serve millions of customers in the communities in which we operate.

At the heart of our business are our people, and we are committed to creating an inclusive culture where everyone feels welcome, valued and proud to belong. We believe different perspectives, experiences and backgrounds make us stronger, and we are focused on creating an environment where everyone can be themselves and have equitable opportunities to grow and reach their potential.

Our values

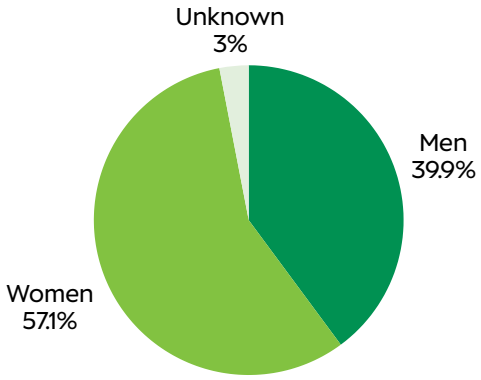
Our values help bring this commitment to life and shape how we work together every day: we care for one another, do the right thing and deliver on our promises.

Alongside these values, our 5 Cs: Collaborate, Courageous, Curious, Compassionate and Commercial, guide our behaviours and decision-making, encouraging us to listen to different perspectives, act with compassion, remain open to learning, challenge ourselves to improve and work together to achieve the best outcomes.

Introduction

The Pay Transparency Act was introduced on May 11, 2023 to address gender pay gaps and support greater pay equity in British Columbia. In support of these objectives, Specsavers Canada is pleased to publish its first Pay Transparency Report on November 1, 2026, reinforcing our commitment to understanding and addressing gender pay equity within our Support Office and Distribution Centre workforce in BC.

Colleague Demographic Distribution



Women represent more than half (57%) of our Support Office and Distribution Centre colleagues in BC and hold 53% of leadership roles.

While colleagues can self-identify their gender or choose not to disclose it, the Act requires minimum reporting thresholds to protect empployee privacy. As representation within the non-binary and unknown/prefer not to say categories fell below these thresholds, these categories are not included in the reported results.

Specsavers Overview for Pay Transparency

Our first Pay Transparency Report shows broadly comparable hourly pay between women and men across our Support Office and Distribution Centre workforce in BC. On average, women earn $1.01 for every $1.00 earned by men. At the medium, women earn $0.97 for every $1.00 earned by men. Women also represent 54% of colleagues in the highest-paid quartile. These results provide an important baseline for understanding pay across our workforce and supporting our continued focus on pay equity. While the overall hourly pay gap is relatively small, this measure alone does not demonstrate equal pay.

Pay transparency gives us an opportunity to look beyond the headline figures and better understand how the composition of our workforce influences pay outcomes. Our results provide a strong foundation for our continued focus on pay equity, while helping us identify where we can further strengthen gender representation, career progression, and equitable outcomes across Specsavers. Together, these findings reinforce our focus on inclusive recruitment, career development, and regular and consistent talent and salary reviews to support equitable opportunities and identify and address pay differences where they exist.

This report represents a snapshot in time and provides an important baseline. It gives us greater visibility into where we are today and helps inform where we continue to focus as part of our broader commitment to equity and inclusion.

A Clear Vision for Pay Equity

Our approach to pay equity is reflected in the practices we have in place today. From inclusive recruitment and career development to regular pay reviews, flexible working and benefits that support colleagues through different life stages, we are focused on creating equitable opportunities throughout the colleague experience while continuing to understand and address the factors that can influence gender representation, pay, and career progression.

Recruitment

- Promote gender-diverse candidate pipelines for senior leadership roles, with balanced representation of men and women on candidate shortlists.
- Aim for gender-balanced interview panels for senior leadership roles to support inclusive decision making and reduce potential bias.
- Embed equity into our hiring practices through structure interviews and objective selection criteria, helping reduce bias and ensuring candidates have fair access to opportunities.

Pay & Professional Development

- Encourage regular Great Conversations and professional development planning to support career growth and progression.
- Provide learning reimbursement opportunities to upskill colleagues to the next level.
- Conduct quarterly talent and salary reviews, supported by updated market pay ranges, to assess competitive and equitable pay.
- Review and address pay variances, where identified, to help maintain appropriate and equitable pay practices.
- Support greater women representation in our future leadership through initiatives such as our Talent Accelerant program, providing high potential colleagues with focused development and exposure to prepare them for broader leadership opportunities.

Flexibility & Parenthood

- Offer flexible and hybrid working arrangements, where roles allow, to support greater flexibility across different life and career stages.
- Support birthing parents through a generous maternity top-up benefit.
- Provide access to enhanced and dedicated benefits supporting women's health, fertility, and family planning.

Diversity & Inclusion Practices

- Our Head of Wellbeing & Inclusion team ongoing focus on gender balance and opportunities to strengthen inclusion.
- Undertake gender pay reporting globally to provide greater visibility into gender representation and pay outcomes.
- Provide ongoing learning and resources focused on inclusive leadership, including Your Moment to Lead.

In the coming fiscal year, we'll continue building on the progress we've made toward a greater gender equity, recognizing that creating meaningful change goes beyond pay. We'll strengthen the colleague networks that give diverse voices a platform and help shape a more inclusive workplace, while investing in developing our leaders' capability to support fair, consistent, and objective hiring decisions, creating more equitable opportunities from the start of our colleagues' journeys.

Hourly Pay

Equitable pay is shaped by the opportunities we create as well as how we reward our colleagues. From promoting gender diversity in senior leadership recruitment to regularly reviewing talent and pay, we remain focused on ensuring our colleagues are rewarded fairly and equitably.

Mean hourly gap[1]



Median hourly gap[2]



[1] Mean hourly gap: the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
[2] Median hourly gap: the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

We are pleased to see broadly balanced hourly pay outcomes across our workforce, with women earning 1% more than men on average and 3% less at the median. These results reflect the progress of our ongoing commitment on equitable pay, while encouraging us to continue looking for opportunities to strengthen our practices.

Overtime Pay

Overtime pay applies to eligible roles within our Support Office and Distribution Centre, with the same overtime rates applying regardless of gender, in accordance with BC employment standards.

While overtime was paid during the reporting period, the available data did not meet the Act's minimum disclosure thresholds. To safeguard employee privacy where there is insufficient data to report results without potentially identifying individuals, overtime pay has been suppressed and is not included in our reported results.

Bonus Pay

Bonuses are an important component of our total rewards offering and contribute to colleagues' overall compensation. Target bonus percentages are established by job level, providing a consistent approach to bonus opportunity for colleagues in comparable roles. Eligibility for bonus payouts are determined based on hire date within each fiscal quarter and active employment at the time of payout. To attract critical skills in specific areas of our business, we recruit globally for certain executive and management roles. Compensation for these roles may include market-specific mobility and bonus arrangements, reflecting the location and requirements of international assignments. These bonuses are included in our results.

Mean bonus pay[3]



Median bonus pay[4]



Our results show that women's average bonus pay is 46% less than men's and median bonus pay is 9% less than men's. Senior Leadership contains the largest bonus opportunities and is largely represented by males, therefore the concentration of men within this subset contributed to the gap in our mean bonus pay outcome.

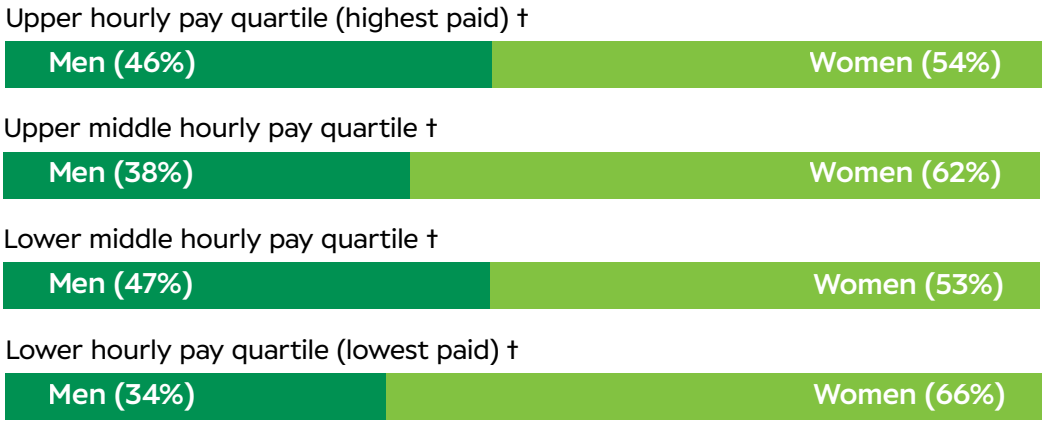
Percentage of employees in each gender category receiving bonus pay



[3] Mean bonus pay: bonus pay when averaged for each group.
[4] Median bonus pay: the middle point of bonus pay for each group.

Gender Percentage in Each Pay Quartile[5]

Pay quartiles help us look beyond the overall gap and understand gender representation across different pay levels. Women are strongly represented across our pay distribution, including within our highest paid quartile, providing a critical view of representation.



Women represent more than half of colleagues across each quartile. While representation is highest in the lower quartile (66%), women continue to be strongly represented as pay levels increase, including 54% of colleagues in the upper quartile.

[5] Pay Quartile: the percentage of each gender within four equal sized groups based on their hourly pay.
† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) colleagues.