

VISION EYE INSTITUTE LIMITED – EMPLOYER STATEMENT 2024-2025 WORKPLACE GENDER EQUALITY AGENCY SUBMISSION

At Vision Eye Institute (Vision), we remain firmly committed to workplace gender equality and to ensuring fair and equitable remuneration for all employees. Gender pay equity is not only a legislative obligation but a core reflection of our organisational values, our integrity as an employer, and our commitment to building an inclusive and high-performing workforce.

Our gender pay gap results and progress over time

The 2024–2025 WGEA Reporting Executive Summary shows continued improvement in Vision’s gender pay outcomes. For this reporting period, Vision recorded:

- an average total remuneration gender pay gap of 14.8% in favour of men, and
- a median total remuneration gender pay gap of –4.1% in favour of women.

These results represent a sustained improvement on prior reporting periods and demonstrate meaningful progress in closing the gender pay gap over time, including a median outcome that now favours women. We acknowledge that average and median results measure different aspects of remuneration distribution and are best interpreted together to understand workforce dynamics.

As a specialist medical services provider, Vision employs a diverse workforce including nurses, orthoptists, optometrists, medical administration staff and specialist medical practitioners, including ophthalmologists. Our remuneration outcomes continue to be influenced by workforce composition and the inclusion of a relatively small number of highly specialised, senior medical roles, which are predominantly male and sit within the upper remuneration quartile. This structural factor can disproportionately influence average gender pay gap outcomes, despite strong equity at role-for-role and median levels.

Our approach to equal remuneration

Vision is committed to the principle of equal pay for equal work. Employees performing the same or comparable roles, with comparable skills, experience and responsibilities, are remunerated equitably regardless of gender.

Remuneration decisions at Vision are based on objective factors including role requirements, qualifications, experience, performance and market considerations. Gender does not influence remuneration outcomes.

Many of our employees, including nurses in Victoria and Queensland, are remunerated under Enterprise Bargaining Agreements, which provide structured, transparent and gender-neutral remuneration frameworks. Employees not covered by an enterprise agreement are remunerated in accordance with applicable awards or individual arrangements aligned to skills, experience and role accountability.

Insights from our gender pay gap analysis

Vision undertakes regular analysis of gender pay gap data to better understand the drivers of any gaps and to inform targeted actions. Key insights from our analysis include:

- strong gender representation across the workforce overall, with women well represented in management and leadership roles
- higher concentrations of women in part-time and casual roles, reflecting the nature of healthcare delivery and flexible work preferences
- the impact of workforce composition at senior and specialist levels on average remuneration outcomes.

Importantly, the movement in our median gender pay gap into a position favouring women indicates progress in remuneration equity across the broader workforce.

Actions taken and ongoing commitments

Vision continues to take deliberate action to support gender equality across all six Gender Equality Indicators. Key actions and commitments include:

- maintaining and regularly reviewing policies that support gender equality, equal remuneration and flexible working arrangements
- supporting flexible work and family-friendly arrangements across clinical and non-clinical roles, where operationally feasible
- ensuring equitable access to professional development, promotion and leadership opportunities
- consulting with employees on gender equality matters and embedding feedback into people and culture initiatives
- continuing to monitor gender pay gap data annually and using insights to inform workforce planning and remuneration decisions.

Vision recognises that achieving and sustaining gender pay equity is an ongoing process. We remain committed to continuous improvement, transparency and accountability in our approach, and to creating a workplace where all employees can thrive and be rewarded fairly for their contribution.

Looking ahead (2025–2026)

In line with the evolving requirements under the Workplace Gender Equality Act and the introduction of mandatory gender equality targets for designated relevant employers, Vision will, as part of its 2025–2026 WGEA submission, establish a set of formal gender equality targets in accordance with the WGEA Targets Menu.

These targets will be informed by our ongoing gender pay gap analysis and workforce insights and will include a combination of qualitative, policy-based and process-driven measures, alongside any required quantitative metrics. This approach will ensure our targets are



practical, evidence-based and aligned to the nature of our specialist healthcare workforce and operating model.

Vision views the target-setting process as an important next step in strengthening accountability, supporting continuous improvement and reinforcing our long-term commitment to workplace gender equality.

This Employer Statement has been reviewed and formally endorsed by the Vision Eye Institute Board on 30 January 2026.

Amanda Cranage
Managing Director & Chief Executive Officer