

EssilorLuxottica British Columbia

Pay Transparency Report 2024

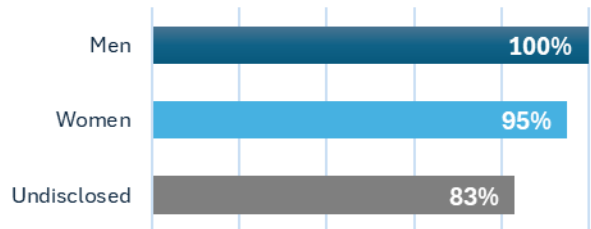
Employer details

Employer:	EssilorLuxottica
Address:	British Columbia
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	456130 - Optical Goods Retailers
Number of Employees:	< 500



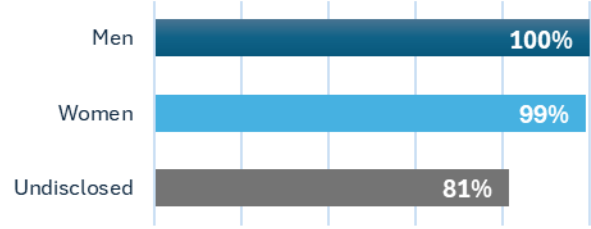
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 1% less than men's. For every dollar men earn in median hourly wages, women earn 99 cents in median hourly wages. *

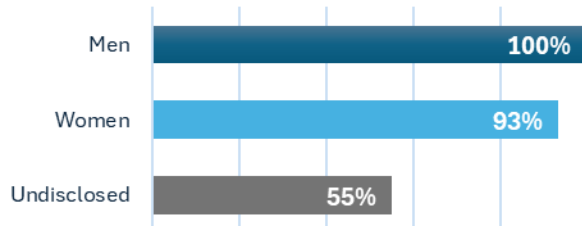
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to 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.



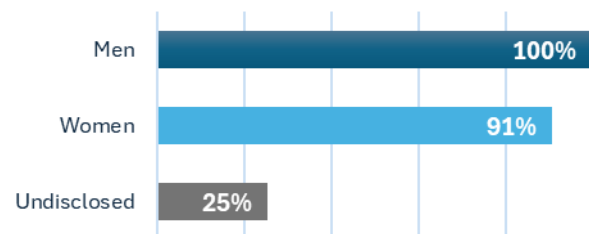
Overtime pay

Mean overtime pay ³



In this organization women's average overtime pay is 7% less than men's. For every dollar men earn in average overtime pay, women earn 93 cents in average overtime pay. *

Median overtime pay ⁴



In this organization women's median overtime pay is 9% less than men's. For every dollar men earn in median overtime pay, women earn 91 cents in median overtime pay. *

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Suppressed per requirements *	
-------------------------------	--

In this organization the average number of overtime hours worked by women was (Suppressed) less than by men. *

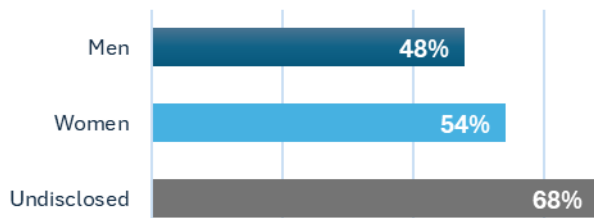
Median overtime paid hours ⁶

Difference as compared to reference group (Men)

Suppressed per requirements *	
-------------------------------	--

In this organization the median number of overtime hours worked by women was (Suppressed) less than by men. *

Percentage of employees in each gender category receiving overtime pay



* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

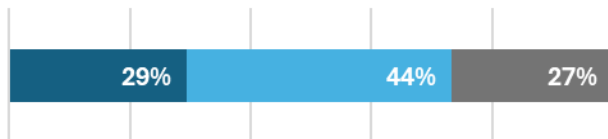


Bonus pay – Suppressed per requirements ^{*}

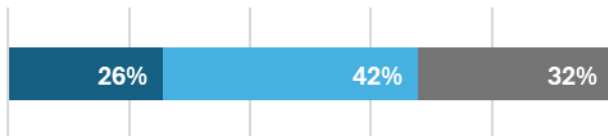


Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †

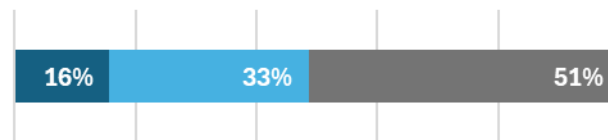


Upper middle hourly pay quartile †



■ Men ■ Women ■ Undisclosed

Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 44% of the highest paid jobs and 15% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.