OCUCO

2025 Gender Pay Gap Report



Introduction

At Ocuco, we are committed to fostering an inclusive workplace where all employees have equal opportunities to develop, progress and succeed.Our second Gender Pay Gap Report builds on the findings of our previous report, providing an updated picture of gender representation and remuneration across the organisation.

By reviewing our results year on year, we aim to better understand the factors influencing our gender pay gap, recognise areas of progress and identify opportunities for improvement. Transparency, fair remuneration and equal opportunity remain central to our approach.

Ocuco Gender Pay Gap: Key Reporting Metrics 2025

Figures are based on a snapshot of data from 30 June 2026 and the preceding 12 months.

All employees (Male to Female)

Mean Pay Gap	Median Pay Gap
19.07%	22.4%

Mean Bonus Gap	Median Bonus Gap
39.1%	54.2%

Full-time employees (Male to Female)

Proportion Receiving a Bonus

Male	Female
21.9%	15.2%

Proportion Receiving a Benefit in Kind

Mean Pay Gap		Median Pay Gap	
0%	Male	0%	Female

Part Time Employees (Male to Female)

Mean Pay Gap	Median Pay Gap
48.3%	29.8%

Temporary Employees (Male to Female)

Mean Pay Gap	Median Pay Gap
-7%	-2.1%

Salary Quartiles

Salaries are divided into four equal parts, each representing 25%. Top quartile represents the highest 25% of salaries, lower quartile represents the lowest 25% of salaries.

Top Quartile



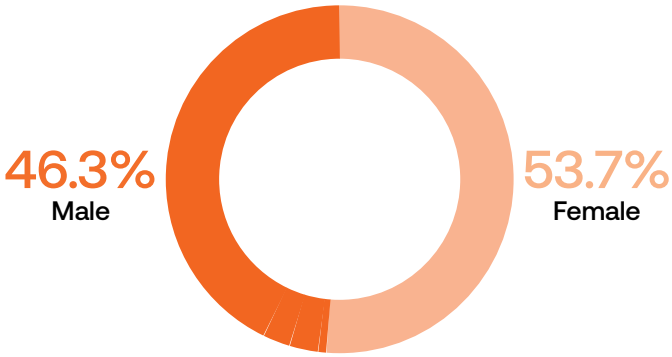
Upper Mid Quartile



Lower Mid Quartile



Lower Quartile



Understanding Ocuco's Figures

Our 2025 figures show an increase in both the mean and median gender pay gaps compared with the previous reporting period, despite a slight improvement in overall female representation across Ocuco, particularly in entry-level roles.

While this is a positive development for the future, the increased representation of women in lower-paid roles has contributed to a widening of the gender pay gap in the short term.

Changes in workforce composition, including employee departures, have affected gender representation across our salary quartiles. While female representation has improved in the upper-middle quartile, women remain underrepresented in the highest-paid positions.

The technology sector's wider gender imbalance continues to present challenges, particularly in technical and senior roles. Our results highlight the importance of improving female representation and supporting career progression across the organisation.



Ocuco's efforts to reduce the gender pay gap

Ocuco remains committed to reducing the gender pay gap and promoting a fair and inclusive workplace through a range of initiatives and established practices, including:

- Conducting annual salary reviews to support fair and consistent remuneration.
- Introducing enhanced paid maternity and paternity benefits to provide greater support for working parents.
- Maintaining flexible and hybrid working arrangements to support work-life balance.
- Promoting inclusive recruitment practices, including gender-neutral job descriptions.
- Providing internship opportunities that support the development of early-career talent and create pathways into permanent employment.
- Supporting employee wellbeing and professional development.

Looking Ahead

We recognise that achieving greater gender balance, particularly in technical and senior roles, requires sustained effort and a long-term approach.

Our internship programme has and will continue to strengthen female representation in our future workforce. With women accounting for a majority of our recent intern intake, and many former interns progressing into permanent roles, we see this as a valuable pathway for developing future talent.

Looking ahead, we will continue to promote inclusive recruitment, support career development and progression, and review our remuneration practices to ensure fairness and consistency.

We remain committed to creating an environment where all employees have the opportunity to succeed and contribute to Ocuco's continued growth.

