

Gender Pay Gap Information

The data presented here has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data as at the 5th April 2020. They are reported to the UK Government and are published on the Government's Gender Pay website.

First an explanation of what these figures represent:

The Gender Pay Gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women in Vita's UK businesses. This is very different to the term Equal Pay, which relates to men and women being paid the same for the same work.

The gender pay gap for the whole of the UK, reported in 2020 by the Office for National Statistics, was [15.5%](#).

Vita is reporting its gender pay gap data in line with the government's gender pay gap reporting regulations for its one employing entity with more than 250 employees. Vita has voluntarily added its gender pay gap data for its remaining three employing entities with less than 250 employees in order to provide the complete picture across its UK businesses.

Vita's reportable figures for 2020 are as follows:

9.11%

Mean Gender Pay Gap

14.41%

Median Gender Pay Gap

22.64%

Mean Gender Bonus Pay Gap

60.96%

Median Gender Bonus Pay Gap

55.84%

**Proportion of women that
received bonus pay**

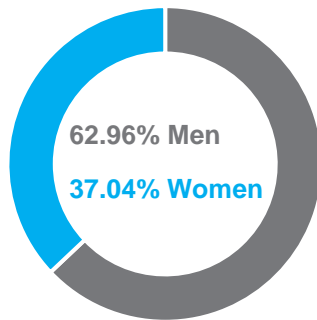
71.43%

**Proportion of men that
received bonus pay**

Vita UK's pay quartiles are as follows:

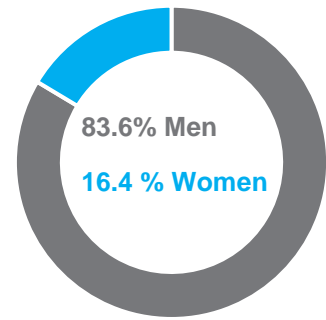
Lower Quartile

No. Males: 119
No. Females: 70



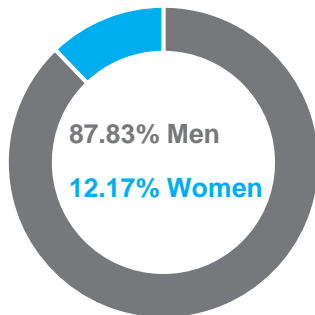
Lower Medium Quartile

No. Males: 158
No. Females: 31



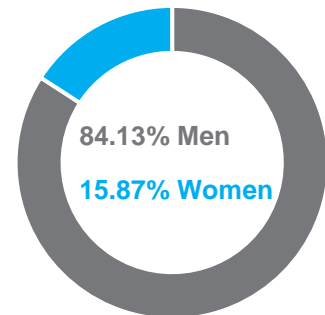
Upper Medium Quartile

No. Males: 166
No. Females: 23



Upper Quartile

No. Males: 160
No. Females: 30



Vita takes its responsibilities on diversity very seriously. The Vita Management Team (VMT) will continue to review the figures and ensure that the key principle of equal pay for work of equal value remains an important legal and moral commitment. The VMT values the loyalty and contribution of all colleagues within our business. Encouraging all our employees to be the best that they can be – and recognising that contribution – is core to Vita.

Ian W. Robb
Vita Group
Chief Executive Officer