



Sustainability Report 2021

GRI Content Index





GRI Content Index

Disclosure Number/Description	Sustainability Report Page/ Online reference	Supplementary comment
General Disclosures		
Organisation Profile		
102-1: Name of the organization		The Vita Group
102-2: Activities, brands, products, and services	Pages 1, 6-7, 16-17, 21	
102-3: Location of headquarters		Oldham Road, Middleton, Manchester M24 2DB
102-4: Location of operations	Page 45	Significant operations in England, France, Germany, Italy, Hungary, Lithuania, Holland, Poland, Albania, Bulgaria, Serbia, Croatia, Slovakia, Romania.
102-5: Ownership and legal form	Page 47	Owned by SVP Global.
102-6: Markets served	Pages 1, 7, 47	Products and services are offered globally. We work across a number of sectors, divided into 3 divisions Comfort, Technical and Flooring. Within these sectors we service a number of industries and our foam is used for a number of applications. Comfort predominantly work with bedding and sofas, mattresses being the largest application, we also within Comfort work within the following markets: Consumer, Liquid Compounding, Mobile Homes and Marine, Medical, packaging, Sports and Leisure. Within Technical we work across the following sectors: Industrial, Automotive, Rail, Aviation, Medical, Building and Construction and Consumer. Flooring produce for the following applications: Shockpad, Rubber Underlay, Underlay for wood and Carpet Underlay. In terms of customers and beneficiaries we operate mainly as a B2B business. However specifically in the Bed in a Box market we work with clients to convert, pack and drop ship completed mattresses directly to the consumers.
102-7: Scale of the organization	Pages 14, 22, 45	Total number of employees: ~3,200; with 40 main sites under our control and net sales (for private sector organizations) of approximately €1 billion. Total capitalisation (for private sector organizations) broken down in terms of debt and equity is not publically available from The Vita Group. Quantity of products or services: exact numbers are not meaningful owing to the vast number of items of varying shapes and sizes, and modular configuration.
102-8: Information on employees and other workers		1,658.83 and 537.3 full-time equivalent (FTE) men and women (respectively). No significant numbers of temporary or seasonal workers are employed at any site. Current data are not available by region or employment contract type. We anticipate evolving our reporting to enable future disclosures on these within three years.
102-9: Supply chain	Pages 14, 17-18, 20, 22, 26-27, 35	Our supply chains are global. Polyurethane chemicals are sourced mainly from Europe, but also from the US and Asia. In terms of risk exposure our toluene diisocyanate (TDI) is sourced with due regard for the requirements of REACH legislation. A very small amount (0.08%) of our raw materials contain tin, all relevant suppliers complete the Conflict Minerals Reporting Template (CMRT) to share information through the supply chain regarding mineral country of origin and the smelters and refiners being used.
102-10: Significant changes to the organization and its supply chain		No significant changes in 2021.
102-11: Precautionary Principle or approach		Our first sustainability initiative was in 1970, as page 5 shows, over the following 50 years we constantly seek to monitor environmental performance and apply the precautionary principle in production methods and product design.
102-12: External initiatives	Pages 5, 11, 26, 39, 51	
102-13: Membership of associations	Pages 3, 5, 11, 23, 26, 35	
Strategy		
102-14: Statement from senior decision-maker	Pages 2-3	
Ethics and integrity		
102-16: Values, principles, standards, and norms of behavior	Page 6	
Governance		
102-18: Governance structure	Pages 8, 47	
Stakeholder engagement		
102-40: List of stakeholder groups	Page 49	Stakeholders with whom we engage in our business and other commercial relationships: investors, suppliers, contractors, customers, employees, industry bodies, regulators, local community groups, visitors to sites.
102-41: Collective bargaining agreements	Page 41	All employees are covered by collective bargaining agreements.
102-42: Identifying and selecting stakeholders		Our vision and strategy 'Enhancing Everyday Life' was developed using interactions and engagement with a variety of stakeholders including investors, customers, industry bodies, and employees (mainly senior management). This process is the basis for the identification and selection of stakeholders with whom we engage in our delivery of the strategy, and informed the materiality assessment in 2021, for example.
102-43: Approach to stakeholder engagement	Pages 9, 23, 26-27, 41, 47, 50, 52	Sustainability Policy (www.thevitagroup.com/legal-csr/)
102-44: Key topics and concerns raised	Pages 50, 52	Sustainability Policy (www.thevitagroup.com/legal-csr/)
Reporting practice		
102-45: Entities included in the consolidated financial statements	Page 49	All Vita Group assets are in scope of the report.
102-46: Defining report content and topic Boundaries	Page 50	



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Disclosure Number/Description	Sustainability Report Page/ Online reference	Supplementary comment
General Disclosures (continued)		
Reporting practice (continued)		
102-47: List of material topics	Pages 50, 52	
102-48: Restatements of information		No information restated
102-49: Changes in reporting		No significant changes in 2021
102-50: Reporting period		01 Jan to 31 Dec 2021
102-51: Date of most recent report		n/a
102-52: Reporting cycle		Annual
102-53: Contact point for questions regarding the report		info@thevitagroup.com
102-54: Claims of reporting in accordance with the GRI Standards		This report has been prepared in accordance with the GRI Standards: Core option.
102-55: GRI content index	Page 51, and this document	
102-56: External assurance	Page 51	We do not have a policy on external assurance and we are reviewing this for future reporting.
Topic Specific Disclosures (including year of GRI Standard)		
Tax (2019)		
103-1: Explanation of the material topic and its Boundary	Page 48	
103-2: The management approach and its components	Page 48 https://www.thevitagroup.com/wp-content/uploads/2021/12/Tax-Strategy-final.pdf	
103-3: Evaluation of the management approach	Pages 47-48	
207-1: Approach to tax	Page 48	
207-2: Tax governance, control, and risk management	Page 47-48	
207-3: Stakeholder engagement and management of concerns related to tax	Page 48 https://www.thevitagroup.com/wp-content/uploads/2021/12/Tax-Strategy-final.pdf	
207-4: Country-by-country reporting	Page 48 https://www.thevitagroup.com/wp-content/uploads/2021/12/Tax-Strategy-final.pdf	The information required by GRI cannot be disclosed for confidentiality reasons.
Anti-corruption (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 6, 44, 47	
103-2: The management approach and its components	Pages 8, 45-48	
103-3: Evaluation of the management approach	Page 44	
205-2: Communication and training about anti-corruption policies and procedures	Page 44	All relevant staff (552 people, 25%) have completed our anti-corruption and anti-bribery training. Regional data are not collected on this metric. All suppliers are required to comply with our Supply Chain Responsibility Policy. All governance body members have completed the training.
Materials (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 16-18, 23, 29	
103-2: The management approach and its components	Pages 8, 10, 13-14, 18, 26-27, 35, 44 https://www.thevitagroup.com/legal-csr/	
103-3: Evaluation of the management approach	Pages 10, 33, 49	



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Disclosure Number/Description	Sustainability Report Page/ Online reference	Supplementary comment
301-1: Materials used by weight or volume	Page 33	Total weight of all materials: (% renewable). 67% of our products are despatched without any packaging; total weight of packaging used was 6,055,364 kg, 69.1% of which is renewable or recycled content (4,186,052 kg).
Topic Specific Disclosures (including year of GRI Standard) (continued)		
Materials (2016) (continued)		
301-2: Recycled input materials used	Page 19	
301-3: Reclaimed products and their packaging materials	Page 19	
Energy (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 13, 29-30	
103-2: The management approach and its components	Pages 13-14, 27, 29-30, 47 https://www.thevitagroup.com/legal-csr/	
103-3: Evaluation of the management approach	Pages 12, 49	
302-4: Reduction of energy consumption	Pages 30-31	
Emissions (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 13, 29-30	
103-2: The management approach and its components	Pages 13-14, 27, 29-30, 47 https://www.thevitagroup.com/legal-csr/	
103-3: Evaluation of the management approach	Pages 10, 12, 49	
305-1: Direct (Scope 1) GHG emissions	Pages 29-30, 32	
305-2: Energy indirect (Scope 2) GHG emissions	Pages 29-30, 32	
305-3: Other indirect (Scope 3) GHG emissions	Pages 30, 32	
305-5: Reduction of GHG emissions	Pages 30, 32	Gases in calculation are mainly CO ₂ , CH ₄ and SF ₆ .
Waste (2020)		
103-1: Explanation of the material topic and its Boundary	Pages 13-14, 16-19	
103-2: The management approach and its components	Pages 47, 49	
103-3: Evaluation of the management approach	Pages 10, 49	
306-1: Waste generation and significant waste-related impacts	Pages 9, 14, 17-18, 20-22	
306-2: Management of significant waste-related impacts	Pages 17-18, 20-25	
306-3: Waste generated	Page 33	
306-4: Waste diverted from disposal	Page 33	
306-5: Waste directed to disposal	Page 33	
Environmental Compliance (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 10, 13, 16, 18, 21, 26, 45	
103-2: The management approach and its components	Pages 26, 30, 33-35	
103-3: Evaluation of the management approach	Pages 34, 49	
307-1: Non-compliance with environmental laws and regulations	Page 45	Zero fines or sanctions against the Vita Group during 2021, including environmental compliance.
Supplier Environmental Assessment (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 6, 13, 18, 23, 26, 29-31	
103-2: The management approach and its components	Pages 17-18, 23, 26, 29-31, 44-45 https://www.thevitagroup.com/wp-content/uploads/2020/07/Supply-Chain-Responsibility-Policy_EN_Oct-2019.pdf	



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Disclosure Number/Description	Sustainability Report Page/ Online reference	Supplementary comment
103-3: Evaluation of the management approach	Pages 26-27, 49	
308-1: New suppliers that were screened using environmental criteria	Page 26	100% of all new suppliers are subject to environmental screening.
Topic Specific Disclosures (including year of GRI Standard) (continued)		
Employment (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 9, 37, 50, 52	
103-2: The management approach and its components	Pages 9-10, 37, 40, 42, 47, 49	
103-3: Evaluation of the management approach	Pages 37, 47, 49	
401-1: New employee hires and employee turnover	Page 40	In 2021, there were 851 voluntary leavers and an attrition rate of 15.5% across the Group. The information required by GRI cannot be disclosed in its entirety because the data are not available, we anticipate resolving this in the next two years.
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 31,41	As a Europe wide employer, benefits vary by country. Examples of some benefits in place include parental leave, vouchers, discounts etc.
Occupational Health and Safety (2018)		
103-1: Explanation of the material topic and its Boundary	Pages 37-38	Our Group Safety, Health and Environment (SHE) policy aims to deliver zero harm for all employees, contractors and visitors on our sites.
103-2: The management approach and its components	Pages 38-39, 42, 47 https://www.thevitagroup.com/wp-content/uploads/2021/03/Vita-Sustainability-Policy.pdf https://www.thevitagroup.com/wp-content/uploads/2020/07/Supply-Chain-Responsibility-Policy_EN_Oct-2019.pdf	Our Group Safety, Health and Environment (SHE) policy (and other internal SHE policies and Mandatory Standards available our intranet) aims to deliver zero harm for all employees, contractors and visitors on our sites. Vita Group Safety, Health & Environment (SHE) leadership team advises on SHE risk reduction and strategy, and supports the business in its execution and auditing. The Board establishes levels of acceptable risk and makes capital and other resources available as required. The senior management team sets Vita's safety performance goals and allocates capital and resource. The Group Safety Council sets overall SHE strategy including policy, standards, behavioural/culture change activities. Divisional SHE Councils adopt group strategy accounting for divisional priorities and responsibilities. Regional directors and site managers implement site-specific safety management in line with group SHE management system policy, site-level procedures and checklists, and other 'zero harm' initiatives. Council meetings are monthly.
103-3: Evaluation of the management approach	Page 38	Our Policy is to monitor and periodically review SHE risk management performance to ensure continual improvement. This will be done through monitoring of leading and lagging safety indicators and through site audits.
403-1: Occupational health and safety management system	Page 37	Each Vita Group business has a formal written SHE management system in place that details compliance with legislation where we operate, with policy, and with Group Mandatory Standards. The safety management system follows the plan-do-check-act (PDCA) cycle whereas Vita Towards Zero (VTZ) is our behavioural safety programme and engagement campaign to help deliver the Group's safety priorities, enable visual safety leadership, and set the tone and culture. Our safety management system aligns with recognised standards such as ISO18000 and the DuPont Bradley Curve, a measure of maturity for behavioural safety. Our Policy ensures clarity of responsibilities, including the appointment of a SHE Coordinator for each site.
403-2: Hazard identification, risk assessment, and incident investigation	Pages 38-39	Each site management system includes the identification and evaluation of significant risks to people and the environment from work activities, and the formulation of appropriate risk controls and safe operating procedures, and planning of risk management/risk reduction activities and the implementation of policies, practices and guidance with clear objectives for risk reduction and performance indicators for improving the management of risk. We build safety in at each level of equipment and process design, eliminate hazards where possible, and control hazards carefully where it is not possible. The Group and Divisional Safety Councils regularly review key risks (e.g. site specific risks, audit actions at high-risk sites, high-level Group-wide risk) and the "health" of the management system itself, ensuring the correct balance of "top-down" and "bottom-up" activities on sites. Hazard identification reports (compiled by an external specialist) were reviewed in our September 2021 Council meeting. Action taken included a session at a site where the VTZ programme is working exceptionally well, followed by plans for leveraging the site's experience at other sites. Other actions included high-level accident and investigation training and the introduction of a new data-driven add-on to our safety system.
404-3: Occupational health services	Page 38	Group SHE activities include safety and wellbeing initiatives. See 403-2 for additional information, above.
403-4: Worker participation, consultation, and communication on occupational health and safety	Pages 38-39, 41-42	Our Policy is to have an appropriate employee safety committee at each site, for instance a Vita Towards Zero Committee. Our safety strategy, governance and VTZ programme rely on human involvement: behavioural safety embedded with a strong safety culture reducing "unforced errors" and unsafe behaviour. Note leading and lagging KPIs are in place, and responsibility for delivery is delegated to appropriate levels.
403-5: Worker training on occupational health and safety	Pages 39, 42	Everyone who works at the Vita Group is given appropriate information, instruction and training so that they are able to protect themselves, other people and the environment whilst at work.
403-6: Promotion of worker health	Pages 38-39, 41	
403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 38-39, 41-42	Our Policy insists that each Vita business will actively drive improvements in SHE with leading indicators such as near misses, hazard identification, hazard closure and standard operating procedure reviews. All accidents or environment incidents must be reported in the Group's SHE incident reporting system. Accidents must be investigated in accordance with their severity and remedial actions taken to prevent recurrence.



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Disclosure Number/Description	Sustainability Report Page/ Online reference	Supplementary comment
403-8: Workers covered by an occupational health and safety management system	Page 38	All Vita sites are required to have a safety management system in place, which is in line with the requirements of ISO45001 (note: Vita does not seek formal certification). The safety management system applies to all visitors, contractors and employees. Our 'Vita Towards Zero' safety programme covers all employees and any other workers under our control, is governed by our General Safety Council, and an audit sub-committee which oversees internal control; no external audit is used. All (100%) employees are covered by the system, an equivalent 20% of the company has been formally audited.
403-9: Work-related injuries	Pages 37-38	For 2021, no fatalities occurred in our operations. Employees: we recorded 20 work-related injuries (5,103,888 working hours). Temporary employees are included in our safety data and reporting. Contractors: we recorded one incident but we do not record hours worked, contractor safety rates are not calculated because we do not collect the data on a formal basis. For hazardous risk and elimination procedures, see 403-2 above.
Topic Specific Disclosures (including year of GRI Standard) (continued)		
Training and Education (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 6, 7, 8-10, 37, 42, 46, 52	
103-2: The management approach and its components	Pages 10, 37, 40, 46-47	
103-3: Evaluation of the management approach	Pages 10, 49	
404-1: Average hours of training per year per employee	Pages 37, 41	Total hours: 320.67 delivered to 481 people (0.7 hrs per participant). The breakdown by gender is not available. All participants were permanent employees.
Diversity and Equal Opportunity (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 6, 7, 8-10, 37, 41, 46, 52	Our response to this material Topic applies to employees of Vita Group.
103-2: The management approach and its components	Pages 41, 44-45, 47 https://www.thevitagroup.com/wp-content/uploads/2021/01/Gender-Pay-Report-2020.pdf	Vita introduced a new Diversity and Inclusion policy, supported by antidiscrimination training in 2021.
103-3: Evaluation of the management approach	Page 45	
405-1: Diversity of governance bodies and employees	Page 41 https://www.thevitagroup.com/our-company/our-leadership-team/	The information required by GRI cannot be disclosed in its entirety for confidentiality and data availability reasons. Our workforce is 25% female, while senior management is 22% female.
Non-discrimination (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 6, 7, 8-10, 37, 41, 46, 52	
103-2: The management approach and its components	Pages 41, 44-45, 47	
103-3: Evaluation of the management approach	Page 45	
406-1: Incidents of discrimination and corrective actions taken		No cases were recorded in 2021.
Supplier Social Assessment (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 7, 10, 26, 29-31, 47, 53	
103-2: The management approach and its components	Pages 10, 26, 44-45 https://www.thevitagroup.com/wp-content/uploads/2020/07/Supply-Chain-Responsibility-Policy_EN_Oct-2019.pdf	
103-3: Evaluation of the management approach	Pages 10, 26-27, 44, 49	
414-1: New suppliers that were screened using social criteria	Page 26, 45	100% of all new suppliers are subject to sustainability screening.
Customer Health and Safety (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 25, 35, 52	
103-2: The management approach and its components	Pages 21, 26, 35	Our Safety, Health and Environment Policy states our commitment to only supply our customers with products that are safe.
103-3: Evaluation of the management approach	Pages 10, 44	
416-1: Assessment of the health and safety impacts of product and service categories	Page 35	
Marketing and Labelling (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 26, 35, 52	



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Disclosure Number/Description	Sustainability Report Page/ Online reference	Supplementary comment
103-2: The management approach and its components	Pages 21, 23, 27	
103-3: Evaluation of the management approach	Pages 7, 10, 21, 23, 27, 49	
417-1: Requirements for product and service information and labeling	Page 35	The Vita Group follows all the requirements for product and service information and labelling in accordance with the European Union Regulation (EC) 1907/2006 (the Registration, Evaluation, Authorization, and Restriction of Chemicals or REACH). Polyurethane foam products themselves are classed as Articles and therefore do not require to be pre-registered or registered. Vita works in close contact with our suppliers to confirm that all raw materials we use for the manufacturing process our flexible PU foam grades have been registered in accordance with the Regulation by our suppliers. 100% of our products are assessed against safety criteria (regulatory and quality).
Topic Specific Disclosures (including year of GRI Standard) (continued)		
Socioeconomic Compliance (2016)		
103-1: Explanation of the material topic and its Boundary	Pages 10, 21, 26, 45	
103-2: The management approach and its components	Pages 26, 35	
103-3: Evaluation of the management approach	Pages 10, 35, 44, 49	
419-1: Non-compliance with laws and regulations in the social and economic area	Page 44	Zero fines or sanctions against the Vita Group during 2021, including social and socio-economic compliance.



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