



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 2022. They are reported to the UK Government and are published on the Government's Gender Pay website.

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.

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 Cellular Foams (UK) Ltd.

Vita Cellular Foams (UK) Ltd reportable figures for 2022

Mean Gender Pay Gap

13.5%

7% Median Gender Pay Gap

7%

Mean Gender Bonus Pay Gap

81%

Median Gender Bonus Pay Gap

29%

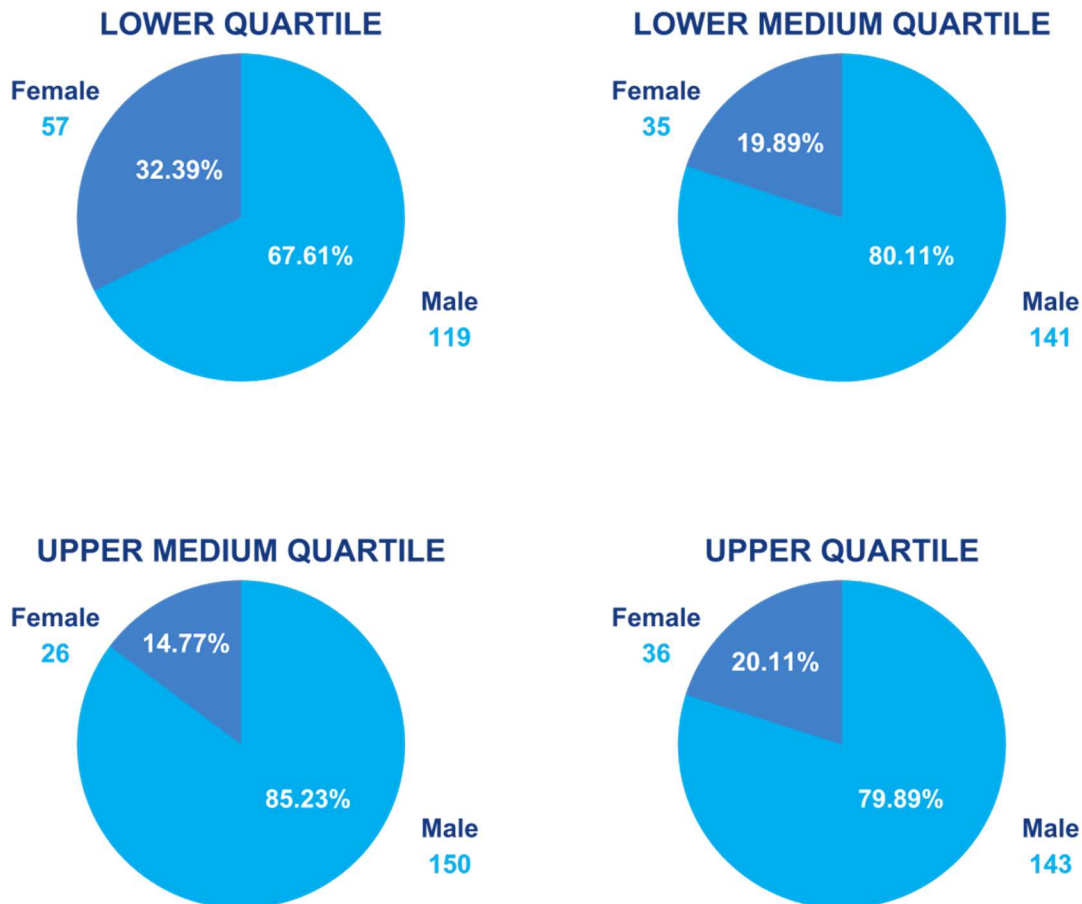
Proportion of women that received
bonus pay

66%

Proportion of men that received
bonus pay

68%

Vita UK's pay quartiles



Since our last Gender Pay Gap Report in 2022 (covering Gender Pay in April 2021), we have closed our mean gender pay gap by 6.03% and our median gender pay gap by 6.48%. This is attributable to us placing a greater focus on EDI, through raising awareness at leadership team level and launching our first Employee Resource Group to support women in the workplace and help them fulfil their full potential at work.

Whilst there has been an improvement in our Gender Pay Gap, any gap means that there is more we can be doing. 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.