



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 2024. 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 2024

14.55%

Mean Gender Pay Gap

3.42%

Median Gender Pay Gap

55.59%

Mean Gender Bonus Pay Gap

12.52%

Median Gender Bonus Pay Gap

96.03%

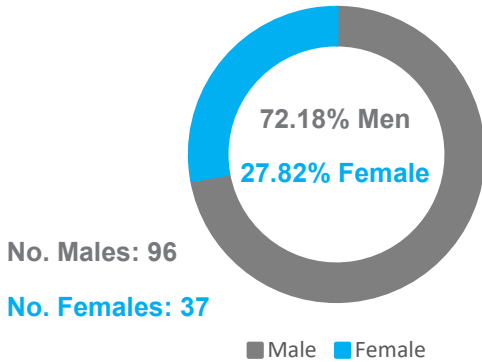
Proportion of women that received bonus pay

95.48%

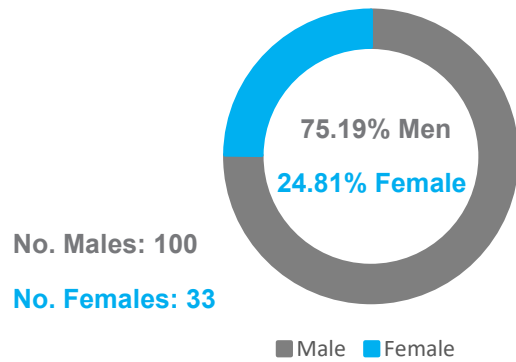
Proportion of men that received bonus pay

VCF's Pay Quartiles

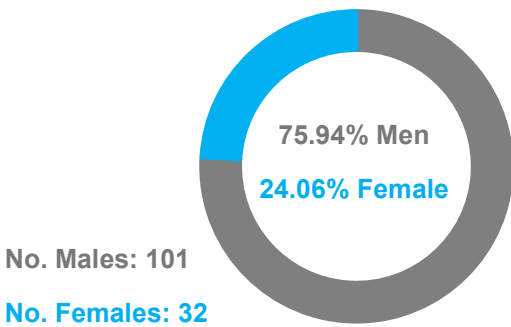
Lower Quartile



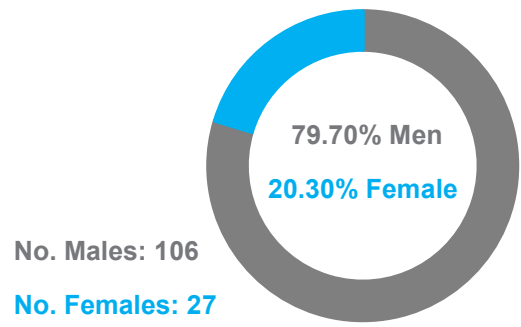
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Since our last Gender Pay Gap Report in 2024 (covering Gender Pay in April 2023), our mean gender pay gap and median gender pay gap has widened by 7.85% and 5.42% respectively.

During 2024, Vita went through a period of transformation and restructured the business. The business moved from a decentralised site based operating model to a functional based operating model. This resulted in structural changes across the business to numerous roles which is the primary reason our gender pay gap widened in 2024.

Positively in 2024 the proportion of women receiving a bonus increased by 59.03% and the proportion of men receiving a bonus increased by 38.48%.

Vita takes its responsibilities on diversity very seriously. The Vita Management Team (VMT) will continue to 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.

Linda Meade
Chief Human Resources Officer