



Vitacress Herbs Limited

Pay Gap Reporting 2025



Introduction

At Vitacress, we are united by a clear purpose: to grow and deliver the freshest, tastiest and most inspiring produce all year round. As a leading UK supplier of cut and pot herbs, we succeed by living our values, caring for our people, acting responsibly within our communities, and protecting and enhancing the natural environment we depend on. Creating an inclusive workplace is central to who we are.

We are committed to ensuring every colleague has the opportunity to thrive, develop and be rewarded fairly. Our approach to the gender pay gap reflects this commitment and reinforces our belief that everyone at Vitacress should progress based on their contribution, capability and ambition.

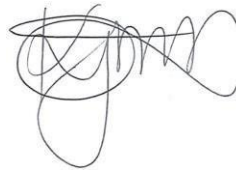
Compared to 2024, we are pleased to note that our median pay gap has remained low and continues to compare favourably to the UK national position. We are also encouraged that the median bonus paid to females and males remains at parity, with only a minimal difference in the proportion of colleagues receiving a bonus.

While we are pleased to see our mean pay gap improve this year, we remain committed to further closing the gap – by understanding the underlying drivers and continuing the positive action already underway to strengthen gender balance and equity.

We confirm the data in this report to be accurate and to comply with the Gender Pay Gap regulations.



David Walmsley
Managing Director



Kerry Mather
UK Head of Human Resources

2025 Gender Pay Gap

The gender pay gap measures the difference between the average hourly earnings (excluding overtime) of all female and male colleagues, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that females and males are paid the same for carrying out work of equal value.

This Gender Pay Gap disclosure is at the snapshot date 5th April 2025. At this time Vitacress Herbs Limited employed 340 colleagues, consisting of 172 females and 167 males, reflecting a broadly balanced workforce profile.

For gender pay gap reporting, 302 colleagues were included in the hourly pay analysis, made up of 151 females and 151 males, in line with the requirement to include only full-pay relevant colleagues in the calculation.

The information on the next page sets out our overall mean (average) and median (middle value) gender pay gap based on hourly rates of pay at the snapshot date. It also details the mean and median gender bonus gaps for bonuses paid in the 12 months up to 5 April 2025, along with the proportion of female and male colleagues who received a bonus during this period.

Our Results

Pay Gap & Bonus Achievement	Female	Male	Percentage %	2024
Mean Pay Gap	£14.57	£15.86	8.1%	12.3%
Median Pay Gap	£13.02	£13.25	1.7%	5.9%
Mean Bonus Pay Gap	£412.36	£922.10	55.3%	52.1%
Median Bonus Pay Gap	£69.56	£69.35	-0.3%	0.0%
Bonus Achievement	97.1%	96.4%	-0.7%	0.6%

For April 2025, Vitacress Herbs reported a median gender pay gap of 1.7%. This means that, on a median hourly basis, females earn 98p for every £1 earned by males. This remains lower than the 2024 UK national median gender pay gap of 7%, where females earn 93p per £1.

Vitacress' mean gender pay gap is 8.1%, which is also below the 2024 UK national mean gender pay gap of 13.2%. Together, these results show that differences in hourly earnings between males and females at Vitacress remain smaller than the national picture.

Quartiles	Headcount (Bonus Only Excluded)			Percentage %	
	Total	Female	Male	Female	Male
Lower	76	38	38	50%	50%
Lower Middle	75	54	21	72%	28%
Upper Middle	76	29	47	38%	62%
Upper	75	30	45	40%	60%

Positive Action

We remain committed to building an inclusive culture, understanding the drivers of our gender pay gap and taking practical, data-driven steps to close it. In 2025, we made meaningful progress in embedding consistent people practices and strengthening the quality of insight informing our decisions.

Inclusive Hiring

In 2025, our fully embedded Talent Acquisition function delivered a more consistent, data-rich hiring process. A full year of structured assessments, standardised interviews and system-generated reporting has given us clearer visibility of where gender imbalances arise in the hiring pipeline. The rollout of 'Licence to Hire' has upskilled hiring managers in objective decision-making and strengthened our ability to reduce bias at each stage of selection. We are now using real-time data to understand how internal mobility, external attraction, and role design influence gender representation across different levels.

Objective Performance Assessment

Our refreshed performance approach is now firmly established, supported by structured goal setting, measurable outcomes, and calibrated ratings. Managers increasingly use continuous feedback tools, creating stronger evidence for year-end decisions and reducing reliance on subjective judgement.

Transparent Reward

Our improved approach to performance assessment has strengthened the consistency of our salary review process in 2025 and provided higher-quality data on patterns in performance outcomes across the business.

2025 marked the first full year of applying the Korn Ferry job evaluation framework with a light touch enabling us to identify clearer job levels, consistent salary ranges and more structured reward governance ready for execution in 2026.

We have used this framework to support evidence-based decisions during the annual salary review, ensuring greater alignment with market benchmarks and internal equity. Managers are now more confident in applying reward principles, and colleagues have increased clarity on how roles and pay are structured.