



Vitacress Salads Limited

**Pay Gap Reporting
2025**

Introduction

The Vitacress Salads team has one goal: to provide the freshest, tastiest, healthiest and most exciting produce throughout the year.

We are proud to be one of the leading suppliers of salads in the United Kingdom. A trusted partner, for our customers, consumers and our people.

Together, we are working to close our pay gap. Creating an environment in which our colleagues feel they can be their authentic selves and realise their full potential, no matter their starting point.

During this pay gap reporting period, we made progress in reducing our median gender pay gap from 7% to 1.1%

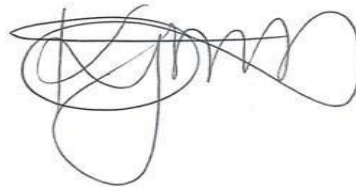
Median bonus paid to males and females is at parity, with mean bonus pay gap being more favourable for female colleagues.

That said, we still have a mean gender pay gap of 11.9%. Although this is lower than the UK national average of 13.2%, our mean gap has widened compared with the previous year. We are committed to understanding the factors behind this shift and strengthening our positive action plan to achieve long-term gender balance and pay equity

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



Andrew Eastwood
Managing Director, Vitacress Salads



Kerry Mather
Head of Human Resources, UK

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 Salads Limited employed 526 colleagues, consisting of 190 females and 336 males.

For gender pay gap reporting, 424 colleagues were included in the hourly pay analysis, made up of 164 females and 260 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 5th 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	£16.85	£19.12	11.9%	8.5%
Median Pay Gap	£15.56	£15.73	1.1%	7.0%
Mean Bonus Pay Gap	£192.05	£136.73	-40.5%	-35.2%
Median Bonus Pay Gap	£69.35	£69.56	0.3%	0.0%
Bonus Achievement	106.7%	118.1%	9.6%	-4.6%

For April 2025, Vitacress Salads reported a median gender pay gap of 1.1%. This means that, on a median hourly basis, females earn 98.9p for every £1 earned by males. This remains significantly lower than the 2024 UK national median gender pay gap of 7%, where females earned 93p per £1.

Vitacress' mean gender pay gap is 11.9%, 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	132	46	86	35%	65%
Lower Middle	131	55	76	42%	58%
Upper Middle	132	42	90	32%	68%
Upper	131	47	84	36%	64%

Our Positive Action Plan

We are committed to building an inclusive culture, diagnosing drivers of our pay gap and taking positive action to close the gap.

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.