

Vibrant Foods 2022 Gender Pay Gap Report

Introduction

Vibrant Foods is one of Europe's leading South Asian food groups. Our family of brands includes household names such as TRS, East End Foods, and Cofresh that have been brought together with one unifying purpose: to connect people with healthy plant and vegetarian foods steeped in taste, heritage, and culture.

Since being formed in 2020, we have been integrating the businesses, teams and processes within our group. Our integration efforts meant that Vibrant Brands Ltd, the largest legal entity within the group in terms of headcount, employed over 250 employees for the first time in 2022.

The UK government requires public and private sector employers with 250 or more employees to publish key data on the gender pay gap in their UK businesses. In line with this requirement, and our own internal commitments to diversity, inclusivity, and transparency; we have produced our first gender pay gap report for Vibrant Brands Ltd.

We plan to use the figures in this first report as a baseline so we can share how our pay gap has changed over time in future reports. For more information about our broader DEI efforts and for gender pay gap data for the entire Vibrant Foods group, including legal entities not required to report by the UK government, please take a look at our [latest annual impact report](#).



—Damian Guha
CEO, Vibrant Foods

Hourly Pay Gaps

Our median pay gap for Vibrant Brands Ltd. was 10.1%. This means the hourly pay of the median man was 10.1% higher than the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

Our mean pay gap for Vibrant Brands Ltd. was 0.7%. This means the average hourly pay of men was 0.7% higher than the average hourly pay of women. Each mean is calculated by adding up all the hourly rates for that gender and then dividing the result by the number of people of that gender.

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Gender Diversity

The below pay quartiles show the percentage of men and women in four equal sized groups based on their hourly pay. The quartiles give an indication of female representation at different levels of the organisation.

Women made up 26% of Vibrant Brands Ltd. and occupied 25% of the highest paid jobs and 33% of the lowest paid jobs.



Bonus Pay Gap

During the relevant period, 12.3% of Vibrant Brands Ltd. employees received a bonus. 11.9% of men received a bonus and 13.5% of women received a bonus.

Our median bonus gap was -0.3% . This means the bonus amount of the median man receiving a bonus was 0.3% lower than the bonus amount of the median woman receiving a bonus.

