

Gender Pay Gap Report 2023

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.

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 a gender pay gap report for Vibrant Brands Ltd, the largest legal entity within our group and the only one that employed over 250 employees in 2023.

This is our second year publishing a report for Vibrant Brands Ltd., and so we have included a high-level supporting narrative and action plan comparing our latest figures with those from 2022. For more information about our broader DEI efforts and for gender pay gap data across the entire Vibrant Foods group (including legal entities not required to report by the UK government) please take a look at our latest group [impact report](#).



Damian Guha
CEO, VIBRANT FOODS

HOURLY PAY GAPS

Our median pay gap was 15.8%. This means the hourly pay of the median man was 15.8% 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 was 14.7%. This means the average hourly pay of men was 14.7% 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.

BONUS PAY GAP

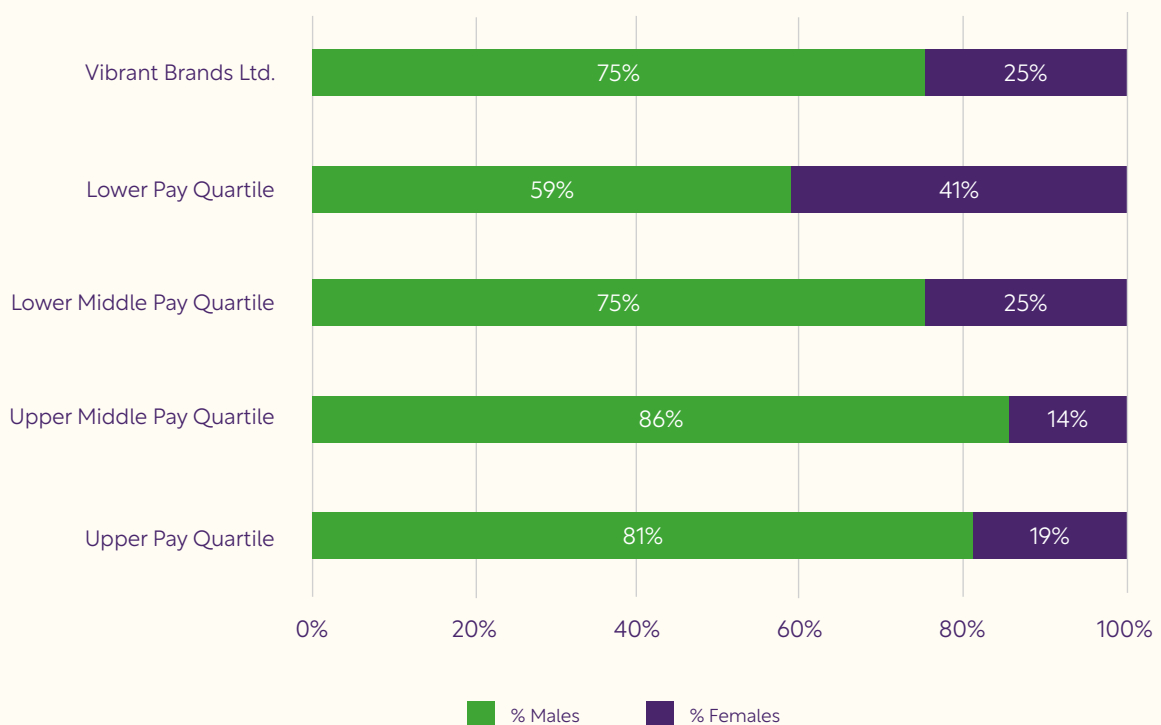
During the relevant period, 16.0% of Vibrant Brands Ltd. employees received a bonus. 17.6% of men received a bonus and 10.8% of women received a bonus.

Our mean bonus gap was -25.7%. This means the average bonus amount of men receiving a bonus was 25.7% lower than the average bonus amount of women receiving a bonus.

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 25% of Vibrant Brands Ltd. and occupied 19% of the highest paid jobs and 41% of the lowest paid jobs.



NARRATIVE AND ACTION PLAN

The Vibrant Foods group was formed by acquiring several family-owned businesses in the same sector (South Asian foods and ingredients) that we are currently in the process of integrating. Over 2022 and 2023, we consolidated teams, sites, operations, systems, and processes as part of this integration which resulted in significant change across the group.

For this reason we are not surprised to see fluctuations in our gender pay gap figures (or other social and environmental metrics) in these early years as group. In 2023 compared to 2022, our hourly pay gaps did show increases: our median hourly pay gap increased from 10.1% to 15.8% and our mean hourly pay gap increased from 0.7% to 14.7%. These changes in our figures are largely driven by an overall reduction in the size of our headcount between April 2022 and April 2023.

In 2022, Vibrant Brands Ltd. employed 488 relevant employees, compared to 451 in 2023, which represents a 7.6% reduction. Though the proportion of women overall remained fairly consistent (25% in 2023 compared to 26% in 2022), there were proportionally fewer women in the upper quartile in 2023 compared to 2022, and proportionally more women in the lower pay quartile, which also contributed to our pay gap increases.

Our integration across the group continued in 2023, and so we expect to see further fluctuations in our next report (based on an April 2024 snapshot date). However, in 2024 we will be producing our first DEI strategy which will use our 2024 figures as a baseline and aim to increase the proportion of women employed across the group, and promote representation across all levels of our organisation.