Vita Actives

Gender Pay Gap Report 2026





George MacLeod
General Manager,
Dairygold Health and Nutrition

Foreword

At Vita Actives, our people are at the heart of our success. As a growing business, we are proud of the diverse team we have built and of the different perspectives and experience our people bring to our organisation.

2026 marks our first year of Gender Pay Gap reporting and provides an important baseline from which to understand our position and measure progress over time. Our mean gender pay gap is 16.6% and our median gender pay gap is 12.5%. Our overall gender representation, at 56% male and 44% female, provides further context of our workforce.

We welcome the transparency and additional insights these measures provide, having this insight at this stage in our growth is valuable. It provides an additional lens through which to understand our workforce, inform our future actions and monitor progress over time. We remain committed to creating a supportive culture where our people can learn, develop and progress, share their knowledge and experience, and build rewarding careers.

We will build on our strong foundations, use the insights from this report to guide our actions and continue to create a supportive and inclusive culture where everyone has the opportunity to contribute, develop and succeed.

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Colleagues on site in Vita Actives offices in Tallaght, Co. Dublin.

Pictured on the front cover are Vita Actives colleagues Eadaoin Regan; Scientific Affairs, Research and Innovation Specialist and Ella O' Grady; Product Development Specialist.



Pictured is Simone Fracasso, Vita Actives Business Development Manager; Deepak Sharma Vita Actives, CEO; Olivia Slevin, Vita Actives Head of Commercial Development; and Immanuel Jiryis, Vita Actives Business Development Manager.

Understanding the Gender Pay Gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce, and it compares the pay of all working men and all working women including basic pay, allowances, overtime, and bonuses, regardless of role or level in the organisation.

From June 2022 the Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Vita Actives is reporting this year for the first time as the 2025 updated Regulations require organisations with 50 or more employees to report.

Definition of Key Terms

What is the Mean Gender Pay Gap?

The difference between the average pay for men and women is calculated by adding all hourly pay rates for women and then dividing by the total number of women. This is repeated for men and subsequently compared to the average for women.

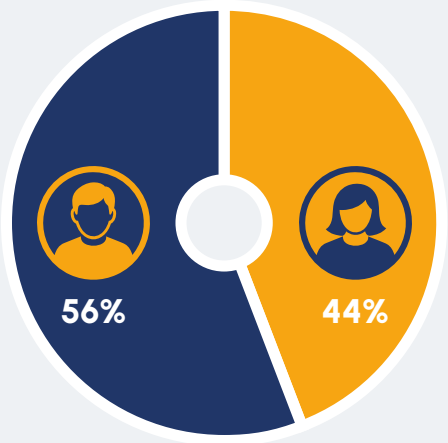
What is the Median Gender Pay Gap?

The median gender pay gap is the difference between the middle points in hourly pay for men and women.

Vita Actives – Our Gender Pay Gap 2026

Data for 50 Vita Actives employees was captured on on 20 June 2026 to capture the period from 21 June 2025 to 20 June 2026 for this report.

The gender split of our workforce as at this date was **56% male** and **44% female**.



Mean and Median Renumeration Pay Gap

Vita Actives recorded a mean hourly remuneration gap of 16.6% and a median hourly remuneration gap of 12.5%. The higher mean gap is influenced by the distribution of men and women across different roles and pay levels. As a growing business, these figures provide Vita Actives with an important baseline for monitoring progress and guiding future action to support greater gender balance across the organisation.

Key Data:



16.6%
Mean Pay Gap



12.5%
Median Pay Gap

81.8%

% of female employees who received benefit in kind

53.6%

% of male employees who received benefit in kind

% of male and female employees in each quartile



Mean hourly remuneration gap for temporary contract employees



-14.8%
Mean Pay Gap

Median hourly remuneration gap for temporary contract employees



-2.0%
Median Pay Gap

With regard to the mean and median pay gap of part-time employees no data is available for 2025 as there are no part-time males to compare.

No bonuses were paid last year.



The Vita Actives team pictured at the Vitafoods Conference in Barcelona in May 2026.

Overview of Key initiatives

Moving the Dial

Vita Actives is growing steadily and continues to build a strong foundation for the future. Central to that progress is our diverse workforce, which brings together colleagues from a wide range of nationalities, cultures and backgrounds. We are proud of the international character of our business and recognise that this breadth of experience, perspective and expertise strengthens our organisation and helps us serve customers in global markets.

Our continued growth is underpinned by people working together with a shared sense of purpose.

Recruitment and Selection

As the business develops, we want every colleague to feel that they can contribute, progress and play a meaningful role in our success.

Creating an inclusive workplace, where different perspectives are respected and everyone has the opportunity to thrive, is essential to the kind of business we are building.

Recruitment and selection have an important part to play in achieving this ambition. Sustaining the diversity of our workforce while strengthening representation across roles and levels is important to our continued success as a growing global business. We are committed to fair and inclusive recruitment practices that enable us to attract talent from the widest possible pool and appoint people on the basis of their skills, experience and potential.

We continue to invest in training, and professional development, including internal technical training that builds knowledge and capability across the organisation. These initiatives help colleagues develop their careers, encourage the sharing of expertise and strengthen both our employer brand and the products and services we provide to customers.

Celebrating our People

In a company made stronger by the diversity of its people, it is important that we recognise and celebrate the cultural events that are meaningful to our colleagues. These occasions create opportunities to learn from one another, share traditions and experiences, and build a stronger sense of belonging across our workplace. Over the past year, we have marked Diwali, International Women's Day and Men's Health Week as well as other events that bring our colleagues together to celebrate our differences, raise awareness and support a more inclusive culture.



Pictured celebrating Diwali in the Vita Actives office are colleagues Vaibhavi Vivekanand and Akshata Asawale, Technical and Regulatory Specialists.

Future Focus

Looking ahead we will continue to focus on an inclusive workplace while expanding how we support and develop our people. We will continue to appoint the best person for every role based on merit and will strengthen our recruitment process through interview skills training. Next year, we will introduce gender-balanced interviewing training, alongside a Personal Development Process with career development for colleagues in Vita Actives. As Vita Actives evolves, we will continue to review our approach, listen to colleagues and identify practical actions that promote opportunity, inclusion and progression.

We will also maintain a fair and transparent pay process through annual review and benchmarking as part of our pay governance.

Our Gender Pay Gap Report forms part of that commitment, providing a clear basis for understanding out position, measuring progress and ensuring that our growth is shared fairly across our workforce.

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