



# WGEA Employer Statement 2025

## Commitment Statement

At Vitasoy Australia Products Pty Ltd (VAP), our Purpose is to grow a better world, and we know that our people are central to this. We are committed to bringing our purpose to life through our Values of Integrity, Advancement and Dedication. We value the differences and unique perspectives that every Associate brings to our team. To grow a better world, we believe that people need to be able to bring their full self to work every single day, and we can do this through an inclusive and diverse culture.

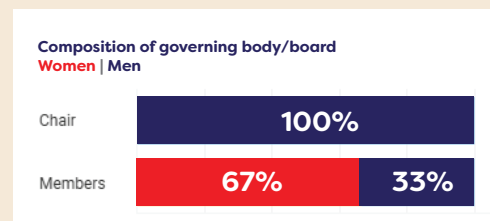
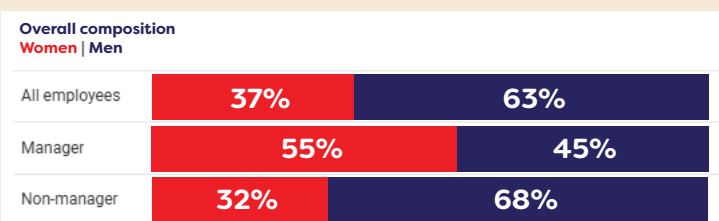
Championing a diverse and Inclusive culture is a key pillar in our 5 year plan, and harnesses a number of activities to accelerate not only a culture rich across the range of Diversity Equity and Inclusion elements but focused on gender Equity.

We are in our infancy as a stand alone organization, following a separation from a Joint Venture, and we are excited about what we can cultivate from some simple beginnings. We have lots to do and are committed to understanding what our data is telling us, focus on the critical few things that matter to ensure an equitable experience for all our Associates, and making some sustainable change, which is measured for success.

The WGEA pay gap metric defines the difference between the earnings for men and women, expressed as a % of men's earnings for both base and total remuneration. Both the median and mean are reported.

## Our Results 2023-2024

### Our total Workforce Composition



These results indicate that we have some work to do in the non -manager areas and in particular our operational and trades/technical roles regarding gender equality.

In terms of our VAP Board our member representation is strong, comprising 57% women and 43% men.

## Our Gender Pay Gap

All employees	2021-22	2023-24
Average (mean) total remuneration	-0.4%	-4.6%
Median total remuneration	3.9%	3.1%
Average (mean) base salary	-5.2%	-15.9%
Median base salary	-8.6%	-20.5%

The Average Total Remuneration gender pay gap (GPG) is -4.6%, across the business, the gap is favorable to women however, the median gender pay gap is 3.1%, which indicates that men are represented more heavily in the higher paid roles, as the midpoint for men is higher than for that of women.

Further analysis across 4 quartiles of Pay indicate that focus is required on the lower middle quartile and lower quartile for women's pay. These roles are traditionally factory and administration roles.

### Our Progress so far...

Given this is our first year as a stand alone business we are really proud of the foundations that we have built!



We have a positive pay gap, we have a higher percentage of women in management positions, we have had more women externally recruited than men, and we have set some great groundwork around our policies and practices in closing the gap.

### So where will we focus in the coming 12 months



Continue to apply a gender equity lens to every people touchpoint and develop appropriate targets for change.

- Recruitment
- Attraction
- Internal Promotions
- Policies



Conduct a deep dive Gender pay gap analysis

- Implement global Job Levelling
- Action findings and recommendations of gap analysis



We champion a Diverse, Inclusive and equitable Culture

- Build a culture of accountability
- Educate ourselves on Bias
- Action Wellbeing programs for both men and women