



# WGEA Employer Statement 2026

## 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.

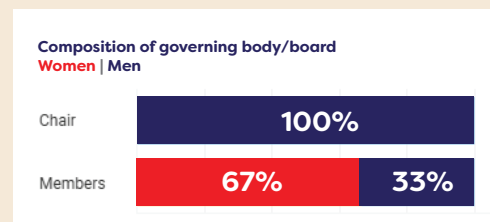
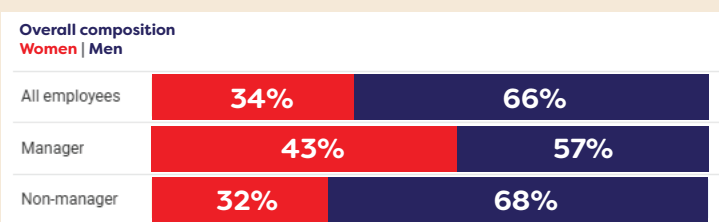
Championing a diverse and Inclusive culture is a key pillar in our 5 year plan, and harnesses a number of activities to accelerate our culture across the range of Diversity Equity and Inclusion elements but also focused on gender Equity.

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 2024-2025

### Our total Workforce Composition



These results indicate that we have some work to do across our business with a slight reduction of women in manager roles as opposed to last year.

In terms of our VAP Board our member representation is strong, comprising 67% women vs 33% men. This is a 10% improvement on last years results.

## Our Gender Pay Gap

All employees	2023-24	2024-25
Average (mean) total remuneration	-4.6%	-5.1%
Median total remuneration	3.1%	-15.4%
Average (mean) base salary	-15.9%	-5.1%
Median base salary	-20.5%	-15.4%

Average Total Remuneration gender pay gap (GPG) is -5.1% vs last years result of -4.6%, on average across the business.

The median gender pay gap is -15.4%, which has been impacted by the increase of women in the upper middle pay quartile, and a reduction of women in the lower pay quartile. This has significantly widened from last years result of 3.1%.

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

### Our Progress so far...

During 2025, we made some great progress on our Gender Equity Action Plan!



We continue to have a positive pay gap, we have conducted a Pay gap analysis and implemented a new Pay framework, we have had more women promoted than men, and we have reviewed all of our People policies to bridge the gap. We have brought to life our THRIVE Associate Resource Group – focused on Health and Wellbeing, Community and Diversity, Inclusion and Equity.



### Our Gender Equity Action Plan 2026/2027



Continue to apply a gender equity lens to every people touchpoint, with a key focus on boosting Gender equity in

- Recruitment
- Attraction
- Internal Promotions
- Execute our Talent Strategy and Talent Development

- We champion a Diverse, Inclusive and equitable Culture – Our Thrive Associate Resource Group will provide governance for Gender equity.
- Engage our Associates around Gender Equity through consultation
- Action Wellbeing programs for both men and women
- Build our DEI Strategy and Policy