

OUR 2017 GENDER PAY GAP REPORT

Equality, diversity and inclusion are aligned to our purpose – which is to make people healthier and to enhance and protect their lives – and to our values, which include fairness, and liberating the best in our people. We take diversity seriously, because it is good for our business, our people, and our reputation.

PAY AND BONUS GAP

DIFFERENCE BETWEEN MEN AND WOMEN		
	Mean	Median
Hourly fixed pay	29.78	14.69
Bonus paid	71.09	30.57

This table reflects our gender pay gap at the snapshot date (5 April 2017).

BONUS DISTRIBUTION



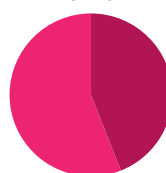
MEN 92%



WOMEN 92%

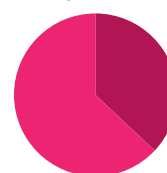
PAY QUANTILES

LOWEST



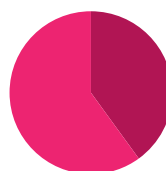
56% FEMALE 44% MALE

QUARTILE 2



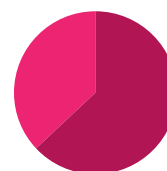
63% FEMALE 37% MALE

QUARTILE 3



60% FEMALE 40% MALE

HIGHEST



37% FEMALE 63% MALE

There are 359 employees in each quartile.

We are confident that men and women are paid equally for doing equivalent jobs at Vitality. Our pay gap is explained by the under-representation of female employees in senior leadership roles. We are committed to increasing the number of women in these roles as positions become available, and will be able to draw on a strong layer of female talent at the level below the executive. Vitality has also launched a range of additional initiatives aimed at facilitating the advancement of women in our organisation.

JUDY PARFITT, DIRECTOR OF PEOPLE

