

Impact and ESG Report 2025



Regulatory compliance and quality assurance

Vital Health Foods operates within a comprehensive regulatory and quality assurance framework aligned with South Africa's health products legislation and international manufacturing standards. The company is regulated by SAHPRA, which oversees the licensing, registration, inspection, and ongoing monitoring of complementary medicines and dietary supplements. Vital Health Foods' manufacturing facilities are licensed by SAHPRA and certified for GMP, ensuring that products are consistently produced and controlled in accordance with defined safety, quality, and integrity standards. All complementary medicines and health supplements are subject to formal product registration and classification processes, supported by compliant labelling and advertising practices.

Operationally, Vital Health Foods has implemented a structured quality management system supported by 10 formal ESG policies implemented in 2025, including environmental and human resources frameworks. All manufacturing is outsourced to Nautilus Pharma, which operates under ISO 22000 and GMP certification, extending certified quality controls across the value chain. This integrated regulatory and quality model strengthens traceability, reduces compliance risk, and supports access to domestic and export markets. Through continuous engagement with regulators, independent audits, and transparent product governance, Vital Health Foods maintains high standards of consumer safety, product reliability, and ethical market conduct within the nutraceutical sector.



At Vital, all products pass through metal detection and undergo final quality control checks prior to packaging, ensuring strict compliance with food safety standards and reinforcing the group's strengthened quality management systems.

Environmental impact management

Vital Health Foods manages its environmental footprint through a combination of responsible outsourcing, operational controls, and third-party service partnerships. All manufacturing activities are outsourced to Nautilus Pharma, while distribution and logistics are managed by external service providers, as the company does not operate its own delivery or distribution fleet. As a result, Vital Health Foods' direct environmental impact is primarily associated with office operations and administrative functions.

Water consumption remains limited to standard office use and employee sanitation, with no material industrial water demand. In 2025, total waste generated amounted to 2,55 t, which was diverted from landfill through recycling and responsible disposal. Of this total, 1,43 t consisted of recyclable materials, while 1,12 t comprised non-hazardous waste. Waste management is handled by an accredited third-party provider, Super Group, ensuring regulatory compliance, traceability, and effective environmental risk management.

Energy and emissions management focuses on monitoring fuel use associated with outsourced logistics and business travel. During the reporting period, diesel consumption totalled 6 943 L and petrol consumption amounted to 30 314 L. The group's carbon footprint was independently assessed by Promethium Carbon for FY2024 in accordance with the Greenhouse Gas Protocol Corporate Standard and SANS 14064-1:2021, providing third-party assurance over data quality and methodological robustness. The assessment reported total emissions of 30 308 tCO₂e prior to the company's structural reorganisation, establishing a baseline for future emissions reduction planning. In parallel, Vital Health Foods has introduced recyclable packaging for containers, lids, and labels and is implementing improved systems to quantify packaging recovery and recycling performance. Through responsible outsourcing, waste diversion, fuel monitoring, verified emissions reporting, and sustainable packaging initiatives, the company demonstrates a disciplined and systems-based approach to environmental management aligned with regulatory expectations and investor risk frameworks.

Human capital development and decent work

Workforce profile and employment contribution

Vital Health Foods supports local employment through a predominantly permanent workforce. In 2025, the company employed 30 permanent staff members, comprising 20 women and 10 men. Youth participation included eight employees aged between 18 and 36, reflecting the company's contribution to early-career development. In addition, 11 non-permanent employees were engaged, supporting operational flexibility. Total permanent payroll amounted to USD 1,4 million for permanent staff, reinforcing the company's role in generating stable income and supporting local livelihoods.

Diversity, equity, and inclusion

Vital Health Foods demonstrates strong gender representation, particularly at operational and junior management levels, supported by a predominantly female workforce. Women are represented across management structures, including middle and lower management roles. The company employs inclusive recruitment and development practices and maintains representation of women in supervisory and administrative functions. These indicators reflect an organisational culture that promotes equitable participation, skills progression, and gender balance within the workplace.

Skills development and training

Skills development is a key pillar of workforce sustainability at Vital Health Foods. In 2025, the company invested approximately USD 11 434 in training initiatives, providing 260 on-the-job training instances, while three employees completed certified training programmes. Training activities focus on operational efficiency, regulatory compliance, and quality assurance, supporting the development of technical and professional competencies. These investments strengthen productivity, reduce operational risk, and support longer-term career pathways within the organisation.

Labour standards and employee relations

Labour relations at Vital Health Foods are governed by formal policies and transparent communication mechanisms. The company does not have an active labour union, and no members were recorded during the reporting period. Grievance management is supported through accessible email-based reporting channels, and in 2025 no grievances or GBVH incidents were reported. These systems support ethical employment practices, regulatory compliance, and a stable labour environment.

Employee welfare, benefits, and well-being

Vital Health Foods provides employee remuneration and benefits that exceed the minimum legal requirements under South African labour legislation, including the Basic Conditions of Employment Act (75 of 1997) and the National Minimum Wage Act (9 of 2018). Employees are remunerated above statutory minimum levels, supporting fair and competitive compensation. Additional benefits contribute to employee security and well-being, reinforcing workforce stability and engagement. These practices support responsible employment standards and enhance the company's attractiveness as an employer within the health products sector.

Talent retention and workforce stability

In 2025, staff turnover at Vital Health Foods remained moderate, with 13 employees leaving the company during the reporting period. The absence of unresolved grievances and the company's investment in training and fair remuneration support workforce stability. Ongoing skills development, internal progression opportunities, and competitive employment conditions contribute to retention and organisational continuity. These factors enable Vital Health Foods to maintain institutional knowledge and operational resilience in a competitive labour market.

