

2024



Gender and Ethnicity Pay Gap report

Introduction

2024 UK Gender & Ethnicity Pay Gap report

Our mission to make fashion circular goes hand in hand with our commitment to building diverse, vibrant communities, both inside Depop and out in the wider world. As a UK-based business of 400+ talented people, we're committed to fostering a workplace that truly reflects the communities we serve, and where everyone has equal opportunity to thrive and do their best work.

That's why I'm pleased to share the results of our 2024 UK Gender and Ethnicity Pay Gap report. Any UK employer with over 250 employees is legally required to publish this data annually – and we go the extra mile by voluntarily publishing our ethnicity pay gap too. Alongside this year's pay gap results, we also conducted our second bi-annual pay equity study with Mercer, an independent consultancy – this is to ensure we're holding ourselves accountable in ensuring employees who do similar work receive equal pay regardless of their gender or ethnicity.

Here's where we made progress, and where continued focus is needed:

We have increased representation of women and underrepresented ethnicities (URE) in the highest pay quartile, and reduced our median bonus pay gap for both gender and ethnicity. We have continued to focus on creating equal opportunities for talented people, both through hiring and internal progression.

Our median pay gap has increased for both gender and ethnicity – primarily driven by the lowest pay quartile. Our continued focus on equal opportunity hiring, along with a higher number of entry level positions available, led to increased representation of women and underrepresented ethnicities (URE) in the lowest quartile.

While there is still plenty of work to do to close our pay gap, our latest pay equity report by Mercer confirmed Depop has pay parity (equal pay) across gender & ethnicity. This broader analysis gives us confidence that our approach to pay is fair, consistent, and equitable across similar roles – regardless of gender or ethnicity.

A holistic, and consistent approach that we remain accountable for is the only way we'll make meaningful progress. And beyond the numbers, what truly matters is the culture we create together – one where everyone feels seen, heard, and valued. People are at the heart of everything we do, and it's through our collective efforts that we'll continue to shape a more inclusive Depop.

VP, People, Culture & Impact,
Rebecca Levy-Lewis

Introduction

About this report

We're pleased to share our annual UK Gender & Ethnicity Pay Gap Report for 2024. All UK companies with more than 250 employees are legally required to report annually on any gender pay gap. The gender pay gap is reporting on any difference between the mean and median earnings of men and women. This is expressed as a percentage of men's earnings, and excludes any employees on reduced pay (e.g. statutory parental pay, statutory sick pay or unpaid leave).

The government requires us to publish a binary gender pay gap report but we believe everyone should have the freedom to express their gender and we respect the gender identity of everyone. At Depop, there are employees who identify as non-binary. Those employees, and those who did not declare their gender identity, are not included in these numbers. Unlike the gender pay gap reporting, there's no legal obligation to publish our ethnicity pay gap data but we believe in transparency, so we voluntarily publish them together so that we can be held accountable. The calculations are exactly the same as the gender pay gap, the only difference is that it relates to employees of ethnicities underrepresented at Depop (UREs) versus White employees.

Definition and Context

Pay Quartiles

The percentage of women and men, and URE and White employees, in four quartiles, calculated by ranking employees from the highest paid to the lowest paid and dividing our workforce into four equal parts.

Mean

The difference between the average hourly rate of pay or bonus pay between women and men, and URE and White employees. A positive % indicates a pay gap favourable to men or White employees, a negative % indicates a pay gap favourable to women or URE employees.

Median

The difference in the midpoints of hourly rates of pay or bonus pay between women and men, and URE and White employees. It's calculated by ranking all the figures from highest to lowest and takes the figures in the middle - this avoids skewing by figures at either end of the scale.

Bonus pay Gap

Calculations are based upon variable pay received by relevant men and women between 6 April 2023 and 5 April 2024. This takes into consideration annual employee bonus, RSUs and any qualifying one-off payments that are awarded through payroll. It excludes non-cash items like benefits, and salary.

Equal Pay vs Gender Pay Gap

Pay equity is measured by comparing the pay for employees carrying out the same or similar work, taking into account level and job type. Gender pay gap is based on pay differences between all men and women, and Ethnicity pay gap between URE and White employees. It doesn't consider employee level or job type.

Underrepresented Ethnicities (URE)

Defined as Asian, Black, Mixed, Other (inc. LatinX) employees. To identify which ethnicities are underrepresented, we consider census, workforce and benchmarking data.

2024

Gender

Our 2024 Gender Pay Gap

Our Gender Pay Gap in 2024

Mean Gender Pay Gap: **8.1%**

Median Gender Pay Gap: **12.9%**

Variation in our Pay Gap (vs 2023)

Mean Gender Pay Gap increased by **1pp**

(vs 7.1% gap in 2023)

Median Gender Pay Gap increased by **2.9pp**

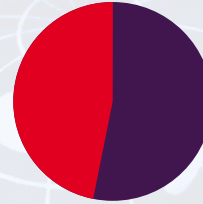
(vs 10% gap in 2023)

Gender split at Depop*

51% Women

49% Men

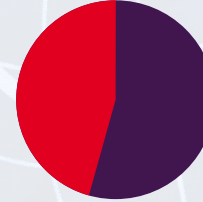
*A small number of employees identify as non-binary or have not disclosed their gender, those people are not included in these figures.



Upper Quartile

Women 47%

Men 53%



Upper Middle Quartile

Women 44%

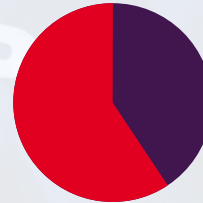
Men 56%



Lower Middle Quartile

Women 52%

Men 48%



Lower Quartile

Women 60%

Men 40%



Who received Bonus Pay?*

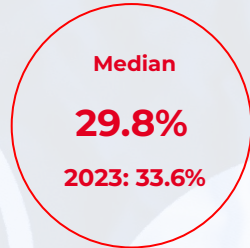
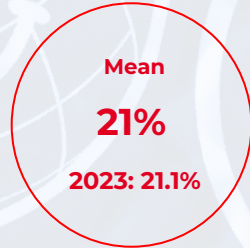
Our 2024 Gender Bonus Gap

Bonus Pay Gap**

Women



Men



*Any employees not receiving a bonus is due only to eligibility (new joiners, those on Fixed Term Contracts)

**RSU vesting schedules are different for each employee and each vesting is subject to fluctuation in value depending on the Etsy share price. This can contribute to steep variations in the bonus pay gap data

2024

Ethnicity

Our 2024 Ethnicity Pay Gap

Our 2024 Ethnicity Pay Gap

Mean Ethnicity Pay Gap: **7.9%**

Median Ethnicity Pay Gap: **8.9%**

Variation in our Pay Gap (vs 2023)

Mean Ethnicity Pay Gap increased by **2.6pp**
(vs 5.3% gap in 2023)

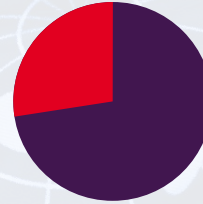
Median Ethnicity Pay Gap increased by **9.9pp**
(vs -1% gap in 2023)

Ethnicity split at Depop*

30% URE*

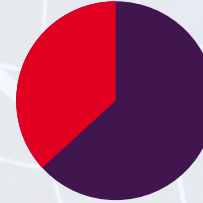
70% White

* Underrepresented Ethnicities (URE) - defined as Asian, Black, Mixed, Other (inc. LatinX). Note that a small number of employees have not disclosed their ethnicity, those people are not included in these figures.



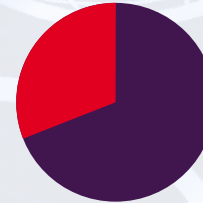
Upper Quartile

URE 28%
White 72%



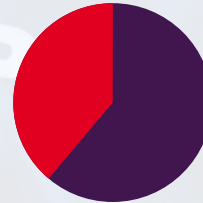
Upper Middle Quartile

URE 35%
White 65%



Lower Middle Quartile

URE 30%
White 70%



Lower Quartile

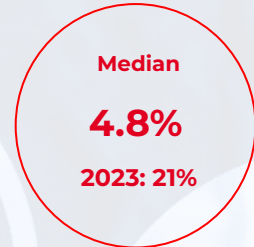
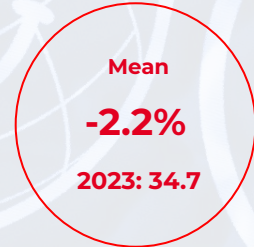
URE 38%
White 62%



Who received Bonus Pay?*

Our 2024 Ethnicity Bonus Gap

Bonus Pay Gap**



*Any employees not receiving a bonus is due only to eligibility (new joiners, those on Fixed Term Contracts)

**RSU vesting schedules are different for each employee and each vesting is subject to fluctuation in value depending on the Etsy share price. This can contribute to steep variations in the bonus pay gap data

SECTION TITLE

We are committed to building fairness and equity into our Depop DNA through hiring, performance and progression and learning and development

Hiring

Following a successful trial in 2023, our Talent Partners now immediately embark on a dedicated 1-week diversity sourcing sprint for every new role we recruit. This proactive approach ensures we reach out to candidates from underrepresented communities early on in the recruitment process, with a view to create more diverse talent pipelines.

We have continued to deepen our talent outreach efforts by strengthening our external partnership with Black Create Connect and adding a new partnership with Colorintech. Through job board posting, social media content creation and recruiting events, these collaborations enable us to engage directly with underrepresented communities. We created opportunities for employees from underrepresented communities to represent Depop at external conferences and events, highlighting their skills and fostering growth and development, while strengthening Depop's presence within the industry.

We have now embedded a custom recruitment approach inspired by the *Mansfield Rule, placing particular attention on manager roles. Our objective is to broaden our talent pipeline particularly in the respect of underrepresented genders and ethnicities.

Performance and Progression

We have embedded our People team practice of reviewing all performance and promotion decisions to check for internal equity. We also conduct analysis to validate that decisions on pay, performance and progression are in no way influenced by gender or ethnicity. We continue to refer to our pay bands, which are derived from external market data, to ensure employees are paid fairly and equitably. We also completed our second Pay Equity study in partnership with Mercer, an independent third party, and we're delighted to report that Mercer found no adverse unexplained gender or race/ethnicity pay gaps in base pay or total compensation.

Learning and development

We continue our tactical efforts to raise our employees' awareness of their role in creating a diverse and inclusive workplace, factoring those considerations into our line manager training. We have also trained line managers in creating an inclusive workplace for neurodivergent team members. Our People team has also undergone further training on designing policies and practices to create equity and inclusion in the workplace.

March 2024

Declaration

We confirm that the information and data reported are accurate. They follow the government's Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



VP, People, Culture & Impact,
Rebecca Levy-Lewis