



GENDER & ETHNICITY PAY GAP REPORT

depop



Introducing our 2021 Gender & Ethnicity Pay Gap Report

At Depop, we've always believed that peer-to-peer is more than just a business model, it's a way we can create true and lasting change through the power of people.

Our mission is to build the world's most diverse progressive home of fashion, and in order for this to be true, our internal community must reflect the equity we want to see in the world. We've always believed that who we are as Depop is rooted in the diversity of our community.



About this report

All UK companies with more than 250 employees are legally required to report annually on any gender pay gap. Unlike gender pay gap reporting, there is no legal obligation to publish our ethnicity pay gap data but we are choosing to make this voluntary disclosure for transparency and to create a benchmark so that we can measure progress. For ease of understanding, we have decided to calculate and report in exactly the same way as with our 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).

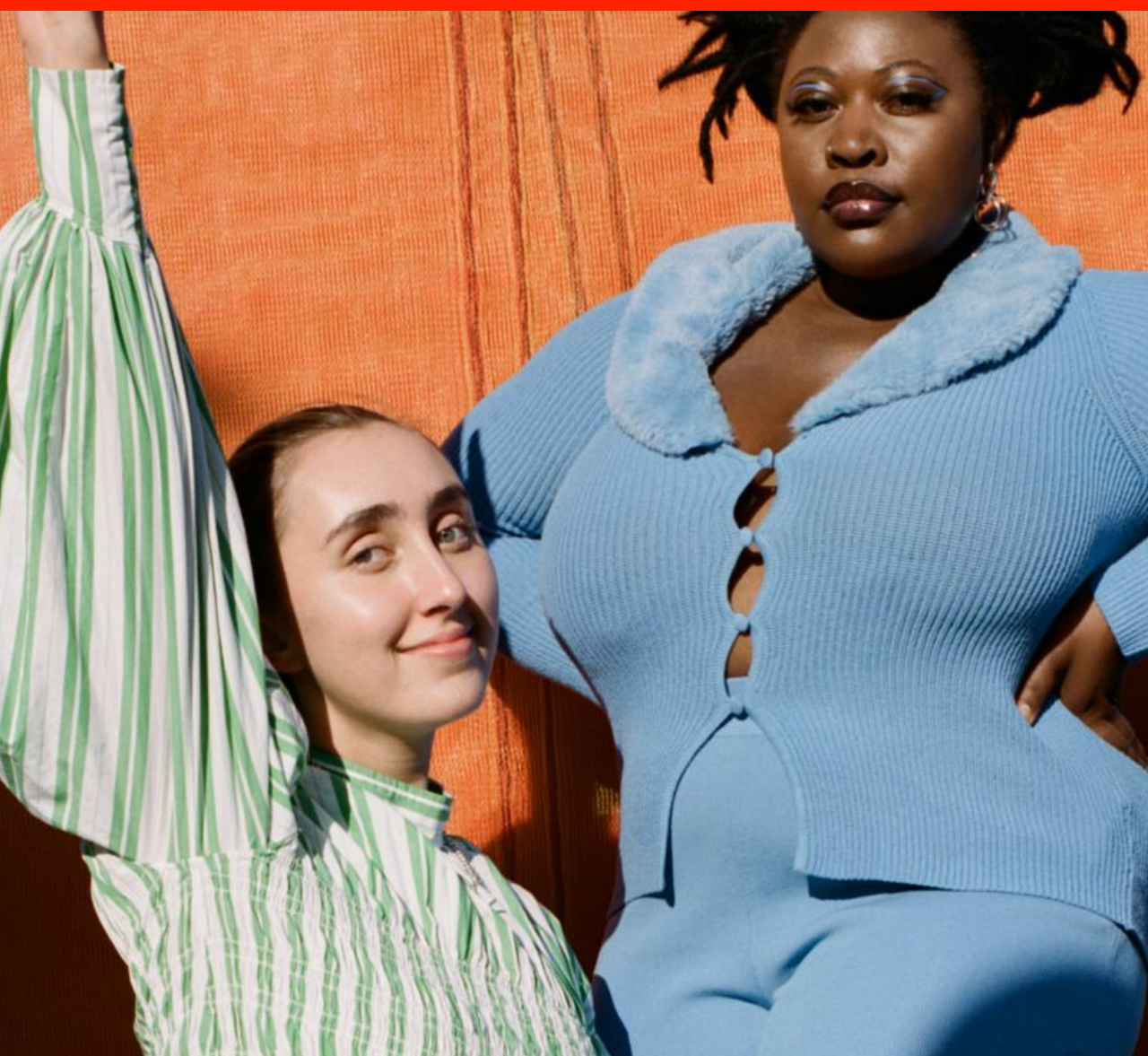
The government requires us to publish a gender pay gap report that allows companies to classify employees only as men and women. At Depop, we

believe everyone should have the freedom to express their gender and we respect the gender identity of all our employees. In this report, we are using the gender provided by each member of staff and, if someone is non-binary, their information is omitted from the data.

It's important to note that a gender pay gap does not indicate an equal pay problem. The difference between gender pay gap and equal pay across gender is that equal pay is determined in law as the right for women and men to be paid the same when doing the same or equivalent work. It has been an aspect of UK sex discrimination law for over 40 years and the law is now incorporated into the Equality Act 2010. In 2021, we conducted a robust Global Market Salary Review, through an external partner, to ensure we are paying competitively versus the market, paying consistently by role internally, and paying consistently across levels.



About this report



An ethnicity pay gap is reporting on the difference between the average earnings of all URC employees and the average earnings of all non-URC employees, expressed as a percentage of non-URC employees' earnings. URC stands for Underrepresented Communities and this group comprises staff who have identified their ethnicity as Black, Asian, Mixed, or Other.

Comparing averages across a majority group with a minority group can present issues of statistical robustness. In some cases, the quartiles add up to less than 100%. This is because a very small number of employees (5%) chose not to disclose their ethnicity. Related, the number of URC employees is low compared to non-URC and therefore a small number of jobs can influence the figures disproportionately.

***The figures given for this year are reflective of a data point as of 5 April 2021.**



Definitions and Context



PAY QUARTILES

The percentage of women and men 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 mean is the difference between the average hourly rate of pay or bonus pay between women and men employees.

MEDIAN

The median is the difference in the midpoints of hourly rates of pay or bonus pay between women and men employees. Hourly rates of pay are calculated by ranking all the figures in descending order from the highest to the lowest and taking the figures in the middle of the list - this avoids skewing by figures at either end of the scale. Unlike the hourly rate of pay, the bonus is based on absolute values and not calculated pro rata.

BONUS PAY

The figures in this report reflect employees who received a bonus payment in the 12-month period ending within the snapshot date. It's worth noting that prior to 2021, Depop paid ad-hoc sign-on bonuses to secure talent at the offer stage. This was a practice that we ended in 2021. In June 2021, for the first time we have introduced a company-wide bonus scheme that will bring greater transparency and fairness to reward. We expect to see fluctuation in our bonus pay gap next year as this scheme comes into place.

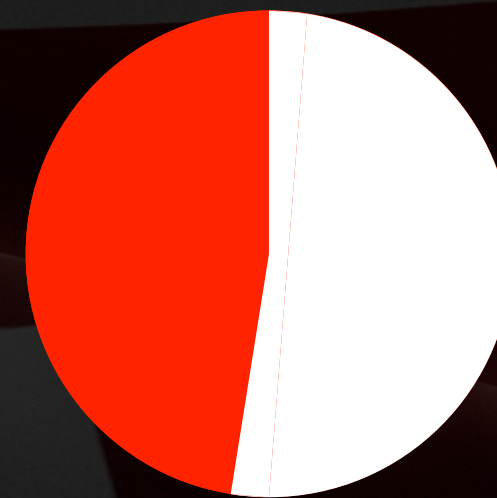


GENDER

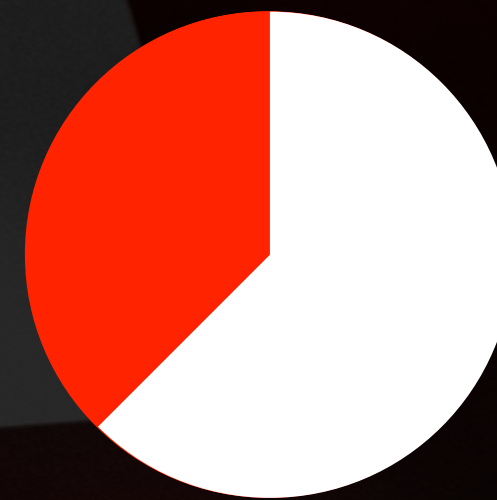
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PAY GAP REPORT

Our 2021 Gender Pay Gap

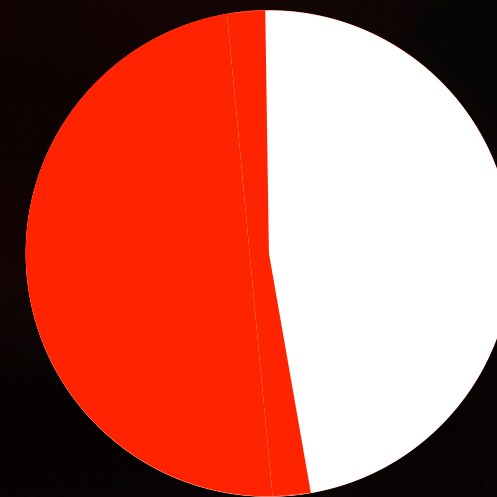
Gender Split 47% women 53% men



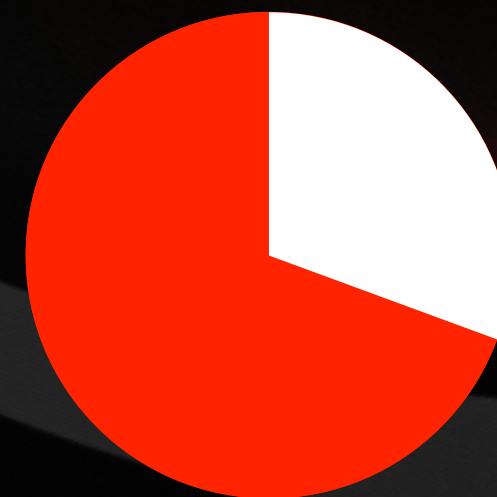
Lower Quartile
Women 57% /
Men 43%



**Lower Middle
Quartile** Women
62% / Men 38%



**Upper Middle
Quartile** Women
44% / Men 56%



Upper Quartile
Women 39% /
Men 61%

Hourly Pay

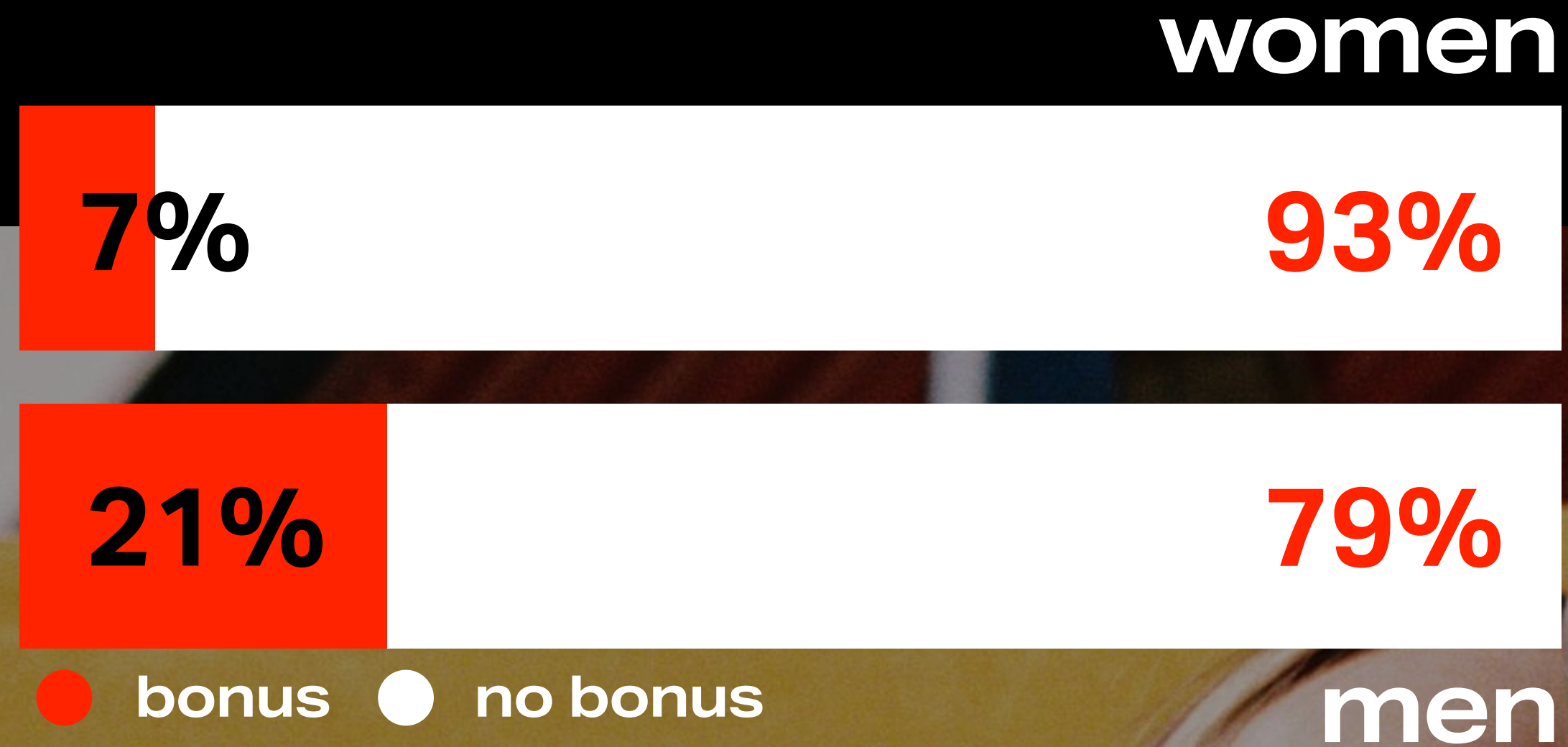
Mean gender pay gap: 14.3%
Median gender pay gap: 16.9%

Bonus pay

Mean gender pay gap: 8%
Median gender pay gap: 0.0%



Our 2021 Gender Pay Gap



Who received bonus pay?
Proportion of women employees receiving a bonus: **7%**
Proportion of men employees receiving a bonus: **21%**



AUDIENCE

GEN Z

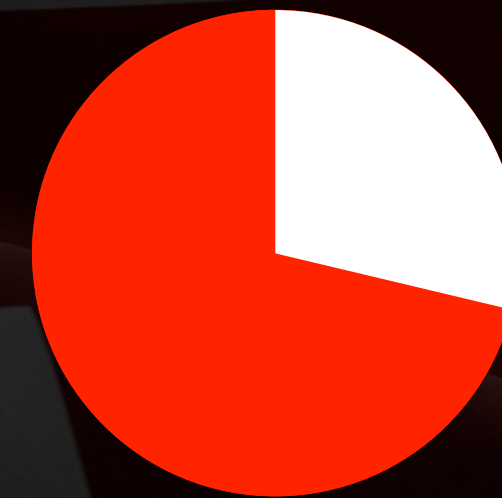


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PAY GAP REPORT

Our 2021 Ethnicity Pay Gap

Ethnicity Split 28% URC 67% non-URC

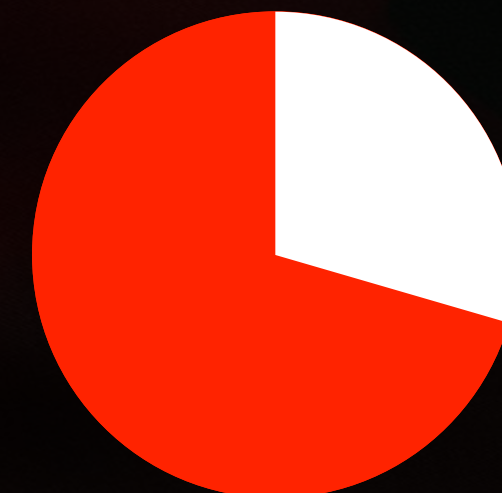
*URC= underrepresented communities



Lower Quartile
34% URC / 65%
Non-URC



**Lower Middle
Quartile** 17% URC
/ 81% Non-URC



**Upper Middle
Quartile** 37% URC
/ 56% Non-URC



Upper Quartile
27% URC / 68%
Non-URC

Hourly Pay

Mean ethnicity pay gap: 3.9%

Median ethnicity pay gap: -9.1%

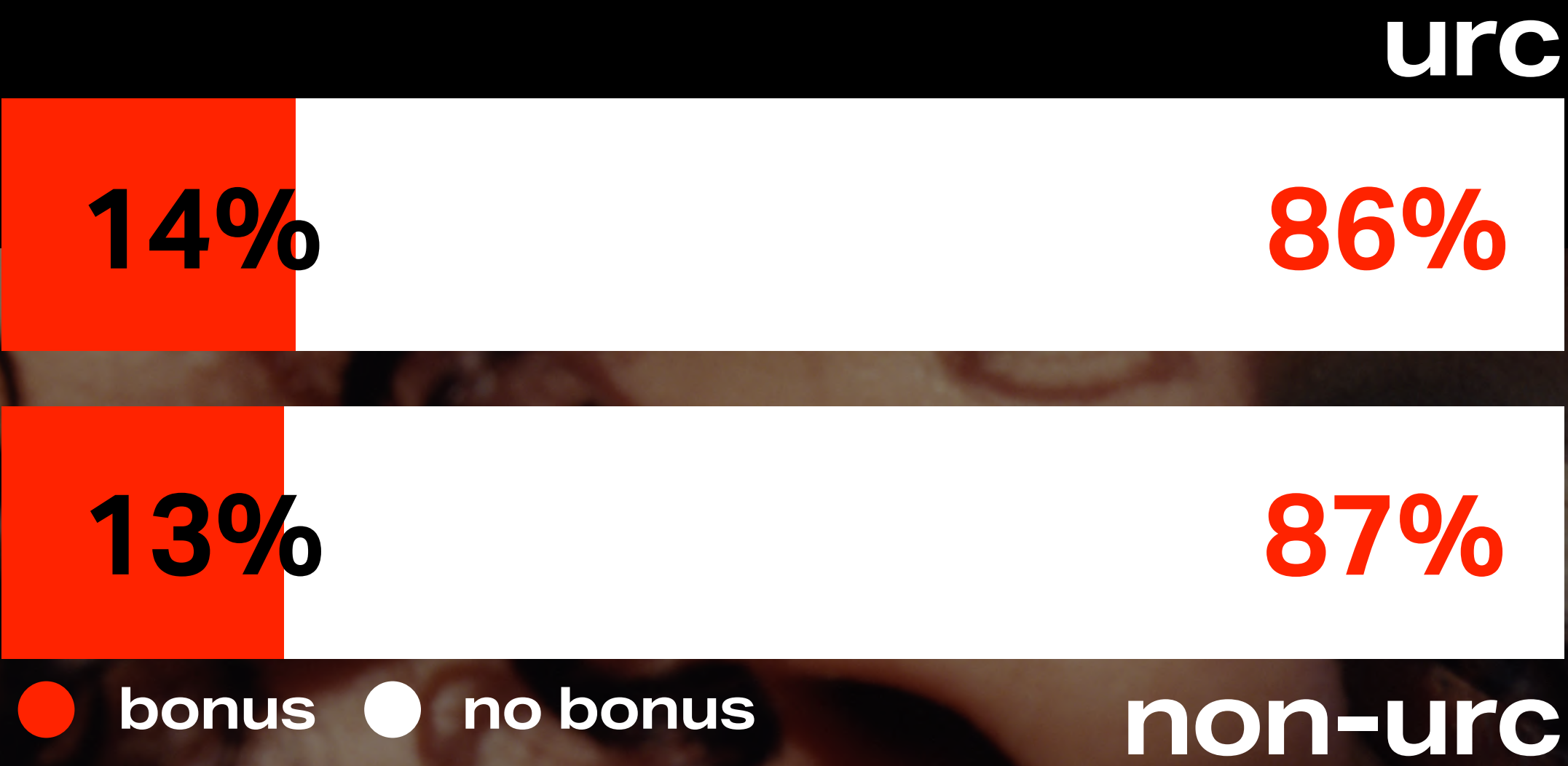
Bonus pay

Mean ethnicity pay gap: 24.0%

Median ethnicity pay gap: 0.0%



Our 2021 Ethnicity Pay Gap



Who received bonus pay?
Proportion of URC employees receiving a bonus: 13.86%
Proportion of non-URC employees receiving a bonus: 13.3%



Declaration

April 2022

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



Maria
CEO, Depop

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