

Environmental

Building resilience for the long-term

CIRCULARITY

Leverage our marketing and product capabilities to facilitate access to circular fashion and inspire more people to shop circular

NET ZERO

Net Zero Emissions by 2040

90% reduction in absolute Scope 1 & 2 emissions (e.g. offices)

By year end 2030, we aim to achieve a 50% reduction from a 2020 base year.

97% reduction in Scope 3 emissions (e.g. shipping, packaging & procurement)

By year end 2030, we aim to achieve a 52% reduction from a 2020 base year.

SUSTAINABLE OPERATIONS

Continue to source 100% of electricity from renewable sources

Run 'Zero Waste' operations across our Depop offices

Achieve an energy intensity of 10.75 kWh/sq ft across managed offices by year end 2030.

Social

Ensuring equitable access to opportunity

EMPLOYEE DEI (as of December 2025)

31.2% of U.S. and U.K. employees identified as Asian, Black, Mixed or 'Other,' including Latinx in the United States

27.0% of employees on engineering and data teams identified as women and marginalized genders.

Continue roadmapping work to improve workplace accessibility

MARKET PLACE DEI

Aim to invest in programmes or initiatives that drive equity for underrepresented communities on Depop