

Environmental, social and governance continued

Our people

Our people strategy is focused on promoting high performance, high engagement and high levels of inclusion.



Training and development

The Group's people are critical to the delivery of its strategy. We invest in both formal and informal delivery of learning and development, and recorded 890 hours of formal learning in FY22.

Reward and pay

We pay all employees in the UK and Guernsey at or above both the legal minimum wage (National Living Wage) and the Real Living Wage as defined by the Living Wage Foundation¹. In the Netherlands we pay at or above the legal minimum wage (Minimumloon). There is a Works Council in place at Greetz.

¹ Guernsey employees are paid in line with the UK Real Living Wage as defined by the Living Wage Foundation for "rates outside London".

Gender and ethnicity data - leadership

As at 30 April 2022	Male	Female	Total	% Female	Non- minority ethnic ⁵	Minority ethnic ⁵	Total	% Minority ethnic ⁵	Non- ethnic minority male ⁵	Women & ethnic minority ⁵	Total ⁵	% Women & ethnic minority ⁵
Board ¹	5	2	7	29%	6	1	7	14%	4	3	7	43%
Group Leadership ²	5	2	7	29%	5	2	7	29%	4	3	7	43%
Extended Leadership ³	14	11	25	44%	21	4	25	16%	11	14	25	56%
Combined Leadership Team ⁴	21	13	34	38%	27	7	34	21%	16	18	34	53%
As at 30 April 2021												
Board ¹	5	2	7	29%	6	1	7	14%	4	3	7	43%
Group Leadership ²	5	2	7	29%	5	2	7	29%	4	3	7	43%
Extended Leadership ³	19	10	29	34%	24	5	29	17%	16	13	29	45%
Combined Leadership Team ⁴	26	12	38	32%	30	8	38	21%	21	17	38	45%

Gender representation – whole business

	As at 30 April 2022				As at 30 April 2021			
	Male	Female	Total	% Female	Male	Female	Total	% Female
Board	5	2	7	29%	5	2	7	29%
Group Leadership ²	5	2	7	29%	5	2	7	29%
Extended Leadership ³	14	11	25	44%	19	10	29	34%
Total Group	237	243	480	51%	208	211	419	50%

1 Includes Executive Directors. All Board members have British nationality.

2 Comprises the GLT excluding Executive Directors.

3 Comprises direct reports to the Group Leadership Team who are also members of the Extended Leadership Team.

4 Comprises the Group Leadership, Extended Leadership and the Executive Directors.

5 Ethnicity is special category data under Data Protection legislation and is therefore not collected and held for all employees. Data has been collected on the basis of explicit consent for the purposes of monitoring racial and ethnic diversity at senior levels. In any instance where a relevant employee has not consented to the collection of data, they are counted in the denominator but not the numerator for the percentage representation KPIs.

Gender pay

The UK Government requires all legal entities with 250 or more employees to annually disclose their gender pay gap. The gender pay gap is not the same thing as equal pay. Equal pay relates to men and women performing the same job but being paid differently, whereas the gender pay gap looks across all jobs at all levels within an organisation. Companies are required to disclose the median gender pay gap, and the mean gender pay gap, based on an annual “snapshot” of the employee population on 5 April.



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Our people continued

This is the Group's inaugural gender pay gap disclosure. We are pleased that the gender pay gap has narrowed year-on-year, on all measures, both for Moonpig.com Limited and for Moonpig Group as a whole. This reflects the work that we have done to recruit new female talent into the Extended Leadership Team, together with continued progress in raising female representation in technology roles.

The gender pay gap at 30 April 2022 is largely due to relative under-representation of women in our technology function (which reflects the wider societal challenge of female under-representation in technical roles), together with the current gender composition of the Group Leadership Team.

Our long-term aim is to close the Group's gender pay gap, through systemic action to balance gender representation across our business, as set out in ESG Goal 4 (leadership representation of women) and Goal 7 (female new hires into technology roles), however the impacts of these actions will take time to be fully realised.

Substantially all Moonpig Group employees participate in an annual bonus scheme, with payments made in July. The figures for the proportion of employees receiving a bonus (including the differences between male and female employees) simply reflect the fact that as at the snapshot date, employees hired during FY22 had not yet had their first annual bonus payment opportunity. This is especially the case during a period when the Group has expanded its number of employees.

Proportion of male and female employees across the Group on 5 April:

	April 2022		April 2021		YoY	
	Female	Male	Female	Male	Female	Male
Moonpig Group	50.1%	49.9%	48.3%	51.7%	1.8%	-1.8%
Moonpig.com Limited	47.8%	52.2%	45.9%	54.1%	1.9%	-1.9%

Difference in average pay for male and female employees, calculated in line with gender pay gap legislation:

		April 2022		April 2021		YoY	
		Mean	Median	Mean	Median	Mean	Median
Moonpig Group	Hourly rate	29.7%	32.4%	35.2%	43.8%	-5.5%	-11.4%
	Bonus rate	45.8%	46.1%	53.5%	59.5%	-7.7%	-13.4%
Moonpig.com Limited	Hourly rate	26.9%	30.6%	27.5%	44.6%	-0.6%	-14.0%
	Bonus rate	44.8%	45.8%	51.4%	52.4%	-6.6%	-6.6%

Proportion of male and female employees receiving a bonus:

	April 2022		April 2021		YoY	
	Female	Male	Female	Male	Female	Male
Moonpig Group	63.5%	63.8%	62.4%	75.5%	1.1%	-11.7%
Moonpig.com Limited	58.2%	57.1%	86.8%	88.0%	-28.6%	-30.9%

The proportion of women and men in each payroll quartile:

		2022				2021			
		Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Moonpig Group	Female	30.2%	48.3%	56.9%	65.0%	22.8%	52.5%	66.7%	64.7%
	Male	69.8%	51.7%	43.1%	35.0%	77.2%	47.5%	33.3%	35.3%
Moonpig.com Limited	Female	27.4%	37.8%	51.4%	74.3%	21.1%	31.0%	51.7%	79.3%
	Male	72.6%	62.2%	48.6%	25.7%	78.9%	69.0%	48.3%	20.7%