

Environmental, social and governance

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 1,715 hours of formal learning in FY23 (excluding mandatory compliance and systems training) (FY22: 890 hours).

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 Foundation*. In the Netherlands we pay at or above the legal minimum wage (Minimumloon). There is a Works Council in place at Greetz.

Gender and ethnicity data – leadership⁶

As at 30 April 2023	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	3	8	38%	6	2	8	25%	4	4	8	50%
Executive Committee ²	5	2	7	29%	6	1	7	14%	4	3	7	43%
Extended Leadership ³	19	14	33	42%	28	5	33	15%	15	18	33	55%
Combined Leadership Team ⁴	26	16	42	38%	35	7	42	17%	20	22	42	52%
As at 30 April 2022												
Board ¹	5	2	7	29%	6	1	7	14%	4	3	7	43%
Executive Committee 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%

Gender representation – whole business

As at 30 April 2023					As at 30 April 2022				
As at 30 April 2023	Male	Female	Total	% Female	Male	Female	Total	% Female	
Board ¹	5	3	8	38%	5	2	7	29%	
Executive Committee ²	5	2	7	29%	5	2	7	29%	
Extended Leadership ³	19	14	33	42%	14	11	25	44%	
Total Group	360	375	735	51%	237	243	480	51%	

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

2 Comprises the Executive Committee excluding Executive Directors.

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

4 Comprises the Executive Committee, 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.

6 Data required to be disclosed under LR 9.8.6R(10) is shown in the Nomination Committee report on page 100.

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

Gender pay

The UK Government requires all legal entities with 250 or more employees to annually disclose their gender pay gap. We provide the legally required disclosure for Moonpig.com Limited, together with voluntary disclosure for Moonpig Group.

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.

Across Moonpig.com we have made progress in reducing the mean gender pay gap by 0.3%pts, with Moonpig Group maintaining its FY22 position, however we have seen an increase in the median by 1.7%pts at Moonpig.com whilst the median across the Group has decreased by 3.2%pts.

The gender pay gap at 5 April 2023 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 Executive Committee. Whilst we have seen an increase in females in the upper pay quartile and a decrease in females in the lower pay quartile, the number of males in the upper middle quartile has also increased.

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 and Greetz employees participate in an annual bonus scheme (which will be extended to Experiences for FY24), 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 FY23 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 2023		April 2022		YoY	
	Female	Male	Female	Male	Female	Male
Moonpig Group	50.6%	49.4%	50.1%	49.9%	0.5%pts	(0.5)%pts
Moonpig.com Limited	47.4%	52.6%	47.8%	52.2%	(0.4)%pts	0.4%pts

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

		April 2023		April 2022		YoY	
		Mean	Median	Mean	Median	Mean	Median
Moonpig Group	Hourly rate	29.6%	29.2%	29.7%	32.4%	0.0%pts	3.2%pts
	Bonus rate	52.1%	41.6%	45.8%	46.1%	(6.3)%pts	4.5%pts
Moonpig.com Limited	Hourly rate	26.6%	32.3%	26.9%	30.6%	0.3%pts	(1.7)%pts
	Bonus rate	38.5%	35.9%	44.8%	45.8%	6.3%pts	10.2%pts

Proportion of male and female employees receiving a bonus:

	April 2023		April 2022		YoY	
	Female	Male	Female	Male	Female	Male
Moonpig Group	56.2%	55.8%	63.5%	63.8%	(7.3)%pts	(8.0)%pts
Moonpig.com Limited	63.9%	61.3%	58.2%	57.1%	5.7%pts	4.2%pts

The proportion of women and men in each payroll quartile:

		2023				2022			
		Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Moonpig Group	Female	39.3%	46.2%	60.9%	57.5%	30.2%	48.3%	56.9%	65.0%
	Male	60.7%	53.8%	39.1%	42.5%	69.8%	51.7%	43.1%	35.0%
Moonpig.com Limited	Female	30.4%	42.3%	60.6%	57.3%	27.4%	37.8%	51.4%	74.3%
	Male	69.6%	57.7%	39.4%	42.7%	72.6%	62.2%	48.6%	25.7%