

Why inclusion matters to us

A note From Dan

I am passionate about and committed to supporting diversity & inclusion at Photobox Group.

Since I became CEO, we have increased the number of females on the C team with the appointment of our Chief Product Officer and French Country Manager, taken steps to increase the number of female candidates for roles across the organization, and added gender pay equity as an input into our annual compensation review.

We have much more to do and I remain committed to ensuring that the responsibility for a more diverse, equitable and inclusive workplace remains a leadership priority.

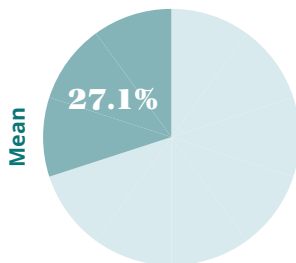
A note From Jess

During 2020, we took a number of steps to review our reward and talent strategies to ensure that we are building a firm foundation across Photobox Group which supports a diverse and fair organisation. These measures have not impacted the current GPG report however, I remain confident that the steps we've taken and continue to take will show sustained progress for the future.

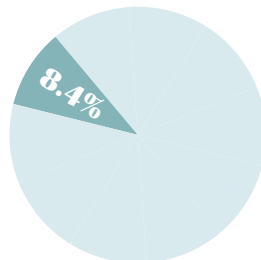
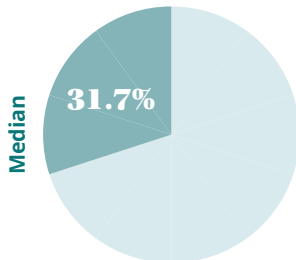
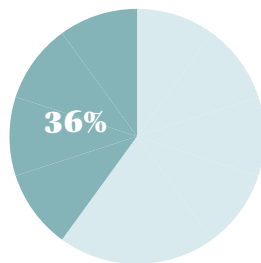
We continue to drive ambitious D&I targets across our internal business scorecard as well as delivering a number of supportive, developmental initiatives for all our colleagues.

Our results for 2019/20

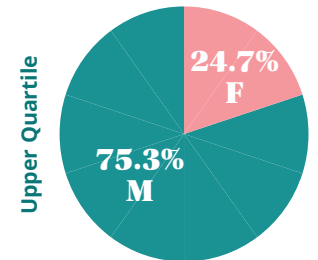
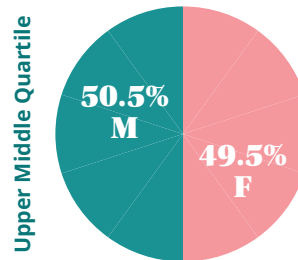
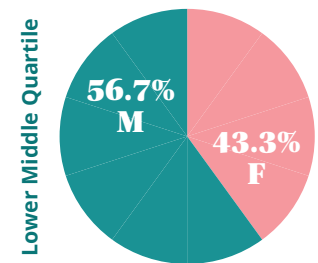
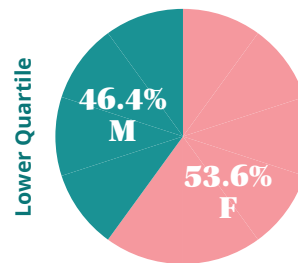
Salary Pay Gap



Bonus Pay Gap



Employees M/F Split



Employees who Received Bonus

