Photobox Ltd
Gender Pay Report 2017 to 2018

photoboxgroup

Introduction

Improving diversity and inclusion in the workplace is good business sense, makes for a richer, more fun work environment and delivers better outcomes for our customers.

While the Photobox Ltd entity we're reporting on doesn't accurately represent our matrixed operating model in the UK or as a Group across Europe, the themes from our gender pay gap analysis are clear: like many companies in the tech sector, we have too few women working in technology roles and too few women in senior positions more generally.

This summary sets out the steps we're taking to help us address this within Photobox Ltd and more broadly across our European family of brands.
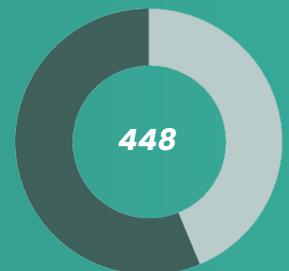
Veronica Sharma, Chief People Officer, Photobox Group

The Key Numbers

	PAY GAP	BONUS GAP
Mean	23.6%	39.7%
Median	37.5%	41.7%

EMPLOYEES BY GENDER

MALE **252**
FEMALE **196**

448

EMPLOYEES RECEIVING BONUS PAY   **71.4%**   **80.1%**

PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE BAND

Upper
MALE **74%**
FEMALE **26%**

Upper Middle
MALE **65%**
FEMALE **35%**

Lower Middle
MALE **53%**
FEMALE **47%**

Lower
MALE **41%**
FEMALE **59%**

What's driving the gap?

Photobox Ltd's UK gender pay gap is driven by an uneven distribution of women across the organisation. Specifically:

1 A lower ratio of women working in our technology functions, which command a higher hourly salary compared to other functions within the organisation

2 A higher ratio of women within our customer services and production functions, which command a lower hourly salary compared to the rest of the organisation

3 Less women occupying senior positions within the organisation.

It is not driven by pay inequality - men and women in like-for-like roles and levels are paid equally.

What we're doing to reduce the gap

Our gender pay gap will be reduced by developing and recruiting more women into senior roles across the organisation and by encouraging more women to pursue opportunities across our technology functions.

Areas of focus include:

Continuing to hire ahead of the industry average in technology growth areas like Artificial Intelligence and machine learning where we are making sizeable investments and where there is a more diverse talent pool compared to the sector overall

- Currently, less than 10% of students completing a computing A-level and only 17% of employees in the UK technology sector are women
- 15% of our Group-wide technology organisation are women, rising to 50% within our AI and machine learning team in Paris

Deliver our Women in Leadership action plan to support more women progressing or being recruited into senior roles, enhancing and better promoting our development programmes, flexible & family friendly policies and return to work packages

- Take steps to remove bias from all stages of our recruitment processes and maintain strong representation of women at shortlisting stage for senior hires
- Continue positive progress in the last year, including increasing our maternity pay from statutory to 20 weeks full pay (as well as also increasing our paternity cover) and enhancements to our flexible working optios
- Establish a sponsorship programme for our senior women, and a women's network focussed on development and support

Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jody Ford, CEO, Photobox Group