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# Gender and Ethnicity Pay Gap Report

PPL PRS LTD | APRIL 2024 – APRIL 2025

# Background

This report shows data for April 2025.

At the date of reporting, the PPL PRS Ltd (PPL PRS) headcount was 255 employees, meaning the business is required to publish its data in line with UK Government requirements.

To maintain transparency, we are committed to reporting data regardless of headcount, as we have done for the previous two years.

Due to the size of the business and the nature of our pay scales, changes in a few higher paid roles can have a significant impact on the data. A clear policy is in place for the practice of paying employees fairly and equally for the same or equivalent work.

We are also voluntarily publishing our Ethnicity Pay Gap data for the second time. We consider reporting on this as an important part of ensuring the business is fulfilling its ambition to be equitable, diverse, and inclusive.

In our latest employee engagement survey, over 95% of respondents agreed or strongly agreed that PPL PRS is an inclusive place to work. However, we recognise there is still more we can do to build on the great work we've done already to ensure everyone feels welcome working here.

This year we are launching our first EDI (equity, diversity, and inclusion) framework. This framework sets out many initiatives over the next five years to make positive improvements.

As part of our EDI framework, we've set out our ambitions around the gender and ethnicity balance of the business. In terms of gender, we believe a 50-50 split is achievable. To set ethnicity related aims we've analysed the business against local and wider demographics.

We want to ensure PPL PRS is attracting the widest pool of talent possible. Whilst we'll monitor progress against our aims, we remain committed to hiring the best talent for the role regardless of any characteristics.

As well as attracting new talent, we are focusing on developing our existing talent. Multiple programmes are available for employees at different levels within the business, and we hope to see more females and people of various ethnicities have the opportunity to progress into management and leadership roles.

**Greg Aiello**  
Managing Director

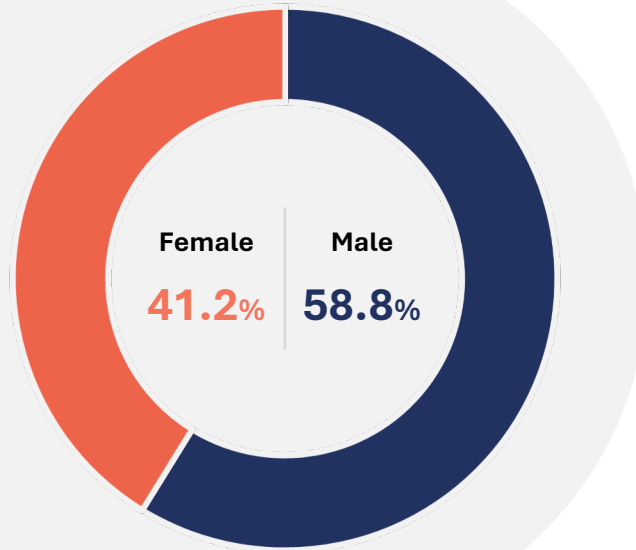


# Gender Balance

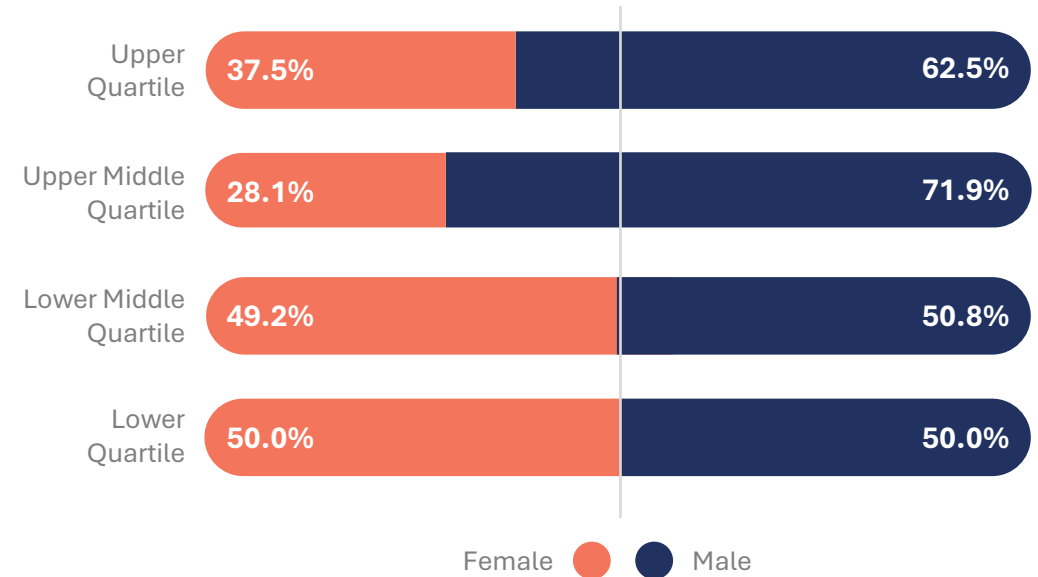
## 2025 Gender Balance

The PPL PRS workforce consisted of 255 (FTE) employees in April 2025, an increase of 16 employees compared to April 2024.

The gender balance shifted slightly, with a split of 41.2% females and 58.8% males in April 2025, compared to a split of 40% females and 60% males in April 2024.



2025 Gender split by pay quartile



# Gender Pay Gap

## Summary

The company's mean gender pay gap for April 2025 was 11.5% favouring males, compared to -1.0% in favour of females in April 2024. The median pay gap was 13.4%, favouring males, compared to 3.5% in favour of males in April 2024.

One contributing factor to the shift in the gender pay gap relates to changes in the composition of the Executive and Senior Leadership Teams. In 2024, the Managing Director role was held by a female and is now held by a male.

Additionally, between 2024 and 2025, three men were recruited into Senior Leadership Team positions. As these roles attract higher levels of remuneration, changes in the holders of a small number of senior posts have a significant impact on the overall figures.

The shift can also be attributed to the growth of the Technology team. During the reporting period, the company brought its operational IT function and business systems development capacity in-house. Although some key positions were held by women, the majority of new roles were occupied by men, reflecting the broader gender imbalance typically seen within the Technology sector.

## Gender Pay Gap

	Mean	Median
April 2025	<b>11.5%</b>	<b>13.4%</b>
April 2024	<b>-1.0%</b>	<b>3.5%</b>

## 2025 Gender Pay Gap by Pay Quartile

	Lower	Lower Mid	Upper Mid	Upper
<b>Mean</b>	0.2%	0.0%	3.2%	8.4%
<b>Median</b>	0.9%	-1.6%	1.3%	12.2%

(Negative numbers are in favour of females, positive figures are in favour of males)

# Gender Bonus Gap

## Employees receiving a bonus

	Female	Male
April 2025	<b>83.8%</b>	<b>90.7%</b>
April 2024	<b>92.5%</b>	<b>93.6%</b>

All PPL PRS employees are part of a bonus and/or commission scheme. Those who did not receive a payment were not eligible under scheme rules, joining the company after the bonus cut-off period for the year.

A bonus payment includes anything that relates to profit sharing, productivity, performance, incentives, and commission.

## Gender Bonus Gap

	Mean	Median
April 2025	<b>24.7%</b>	<b>20.2%</b>
April 2024	<b>7.9%</b>	<b>7.0%</b>

The mean bonus gap for April 2025 was 24.7% favouring males, compared to 7.9% favouring males in April 2024.

The median bonus gap for April 2025 was 20.2% favouring males, compared to 7.0% favouring males in April 2024.

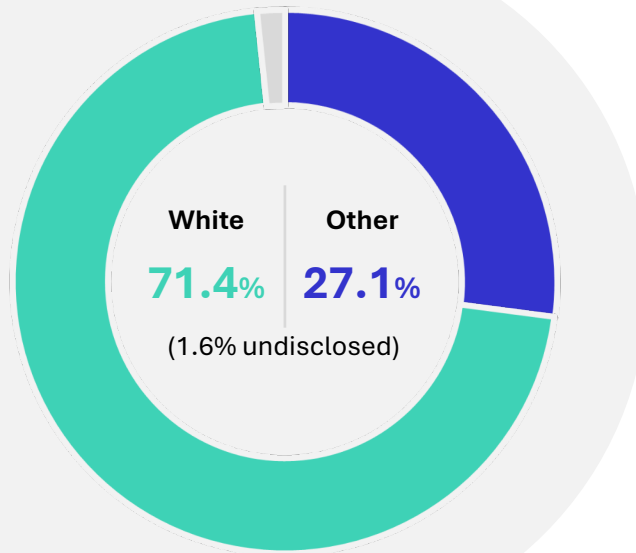
# Ethnicity Balance

## 2025 Ethnicity Balance

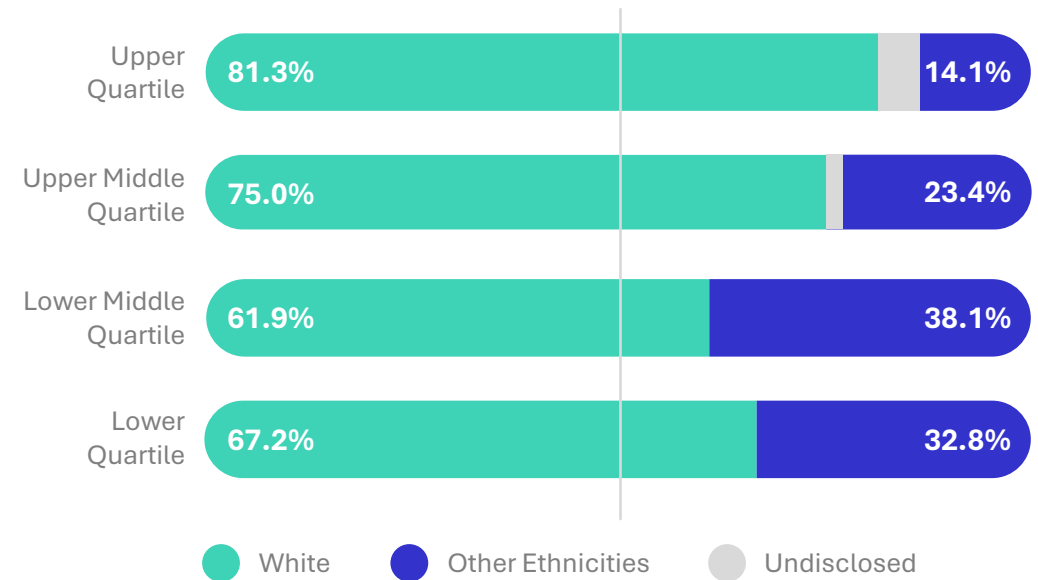
The PPL PRS workforce consisted of 255 (FTE) employees in April 2025, an increase of 16 employees compared to April 2024.

Since April 2024 the declaration rate has increased, with only 1.6% (4 employees) opting not to disclose their ethnicity.

The ethnicity balance in April 2025 was 71.4% white and 27.1% other ethnicities, compared to a split of 66.9%/26.3% in April 2024.



2025 Ethnicity split by pay quartile



Due to the size of the company, two groups have been used for reporting. 'White' includes all those whose ethnicity is a variation of white, e.g. white – Irish. 'Other ethnicity' includes all other ethnicities not categorised as white.

# Ethnicity Pay Gap

## Summary

The company’s mean ethnicity pay gap for April 2025 was 23.4% favouring white ethnicities, compared to 20.7% in April 2024. The median pay gap was 12.8% favouring white ethnicities, compared to 7.3% in April 2024.

The change in the ethnicity pay gap is influenced by shifts in our workforce composition over the past year.

The population of employees reported on as White increased from 66.9% to 71.4%, while the proportion of employees from other ethnic backgrounds also rose slightly from 26.3% to 27.1%.

In addition, the percentage of employees choosing not to disclose their ethnicity decreased significantly from 16 to 4, representing 1.5% of the total workforce.

The majority of those who previously did not disclose were from White ethnic backgrounds, and this increase in disclosure has contributed to the observed movement in the ethnicity pay gap.

### Ethnicity Pay Gap

	Mean	Median
April 2025	23.4%	12.8%
April 2024	20.7%	7.3%

### 2025 Ethnicity Pay Gap by Pay Quartile

	Lower	Lower Mid	Upper Mid	Upper
Mean	0.1%	0.8%	7.6%	10.5%
Median	0.2%	2.5%	12.2%	13.2%

(Negative numbers are in favour of other ethnicities, positive figures are in favour of white ethnicities.)

# Ethnicity Bonus Gap

## Employees receiving a bonus

	White	Other Ethnicities
April 2025	86.3%	91.3%
April 2024	92.4%	90.3%

All PPL PRS employees are part of a bonus and/or commission scheme. Those who did not receive a payment were not eligible under scheme rules, joining the company after the bonus cut-off period for the year.

A bonus payment includes anything that relates to profit sharing, productivity, performance, incentives, and commission.

## Ethnicity Bonus Gap

	Mean	Median
April 2025	49.7%	18.9%
April 2024	54.4%	25.9%

The mean bonus gap for April 2025 was 49.7%, favouring white ethnicities, compared to 54.4% favouring white ethnicities in April 2024.

The median bonus gap for April 2025 was 18.9% favouring white ethnicities, compared to 25.9% favouring white ethnicities in April 2024.

# Next Steps

## EDI Framework

In 2025 the company defined its EDI framework, defining the strategy and initiatives to continue progress around equity, diversity and inclusion.

Progress is being tracked and reported on a regular basis to ensure the company is making steps to improve or maintain gender and ethnicity balance.

Through 2026 the focus is on embedding the EDI framework through further initiatives within the three key areas of focus of talent attraction, education and personal development and our people and culture.



# Summary

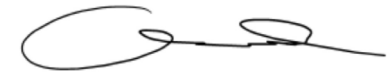
## Gender

<b>Pay Gap</b>	Mean	11.5%
	Median	13.4%
<b>Bonus Gap</b>	Mean	24.7%
	Median	20.2%
<b>Receiving Bonus</b>	Females	90.7%
	Males	83.8%
<b>Quartiles</b>	Upper (F)	37.5%
	(M)	62.5%
	Upper Middle (F)	28.1%
	(M)	71.9%
	Lower Middle (F)	49.2%
	(M)	50.8%
	Lower (F)	50.0%
	(M)	50.0%

## Ethnicity

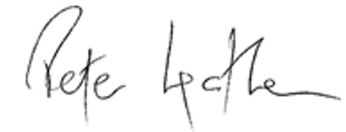
<b>Pay Gap</b>	Mean	23.4%
	Median	12.8%
<b>Bonus Gap</b>	Mean	49.7%
	Median	18.9%
<b>Receiving Bonus</b>	White Ethnicities	86.3%
	Other Ethnicities	91.3%
<b>Quartiles</b>	Upper (W)	81.3%
	(E)	14.1%
	Upper Middle (W)	75.0%
	(E)	23.4%
	Lower Middle (W)	61.9%
	(E)	38.1%
	Lower (W)	67.2%
	(E)	32.8%

We confirm that the information contained in this report is accurate.



**Greg Aiello**

Managing Director, PPL PRS



**Peter Leathem**

Chief Executive Officer, PPL



**Andrea Martin**

Chief Executive Officer, PRS for Music