



Gender and Ethnicity Pay Gap Report

PPL PRS Ltd | 2023 – 2024

Background

This report shows data for April 2024.

At the date of reporting, PPL PRS Ltd's (PPL PRS) headcount was below the UK Government mandatory threshold (250 employees) for reporting on the Gender Pay Gap. The company has chosen to voluntarily publish the data to maintain transparency and track progress.

For the first time this year, the company has also chosen to voluntarily report on Ethnicity Pay Gap data. This is another important step to ensuring the business is fulfilling its ambition to be inclusive, diverse, and reflective of local demographics.

As part of the approach to ethnicity pay reporting. Ahead of collating this report, the company ran a campaign that allowed employees to voluntarily share ethnicity data where it was missing.

PPL PRS is committed to the principle of equal opportunities and equal treatment for all employees, regardless of any characteristic. A clear policy is in place for the practice of paying employees fairly and equally for the same or equivalent work.

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



Greg Aiello

Managing Director, PPL PRS



Peter Leathem

Chief Executive Officer, PPL

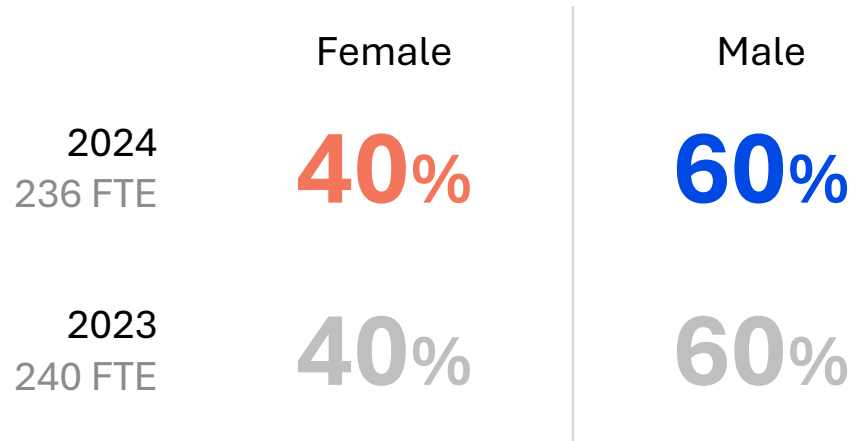


Andrea Martin

Chief Executive Officer, PRS for Music

Gender Balance

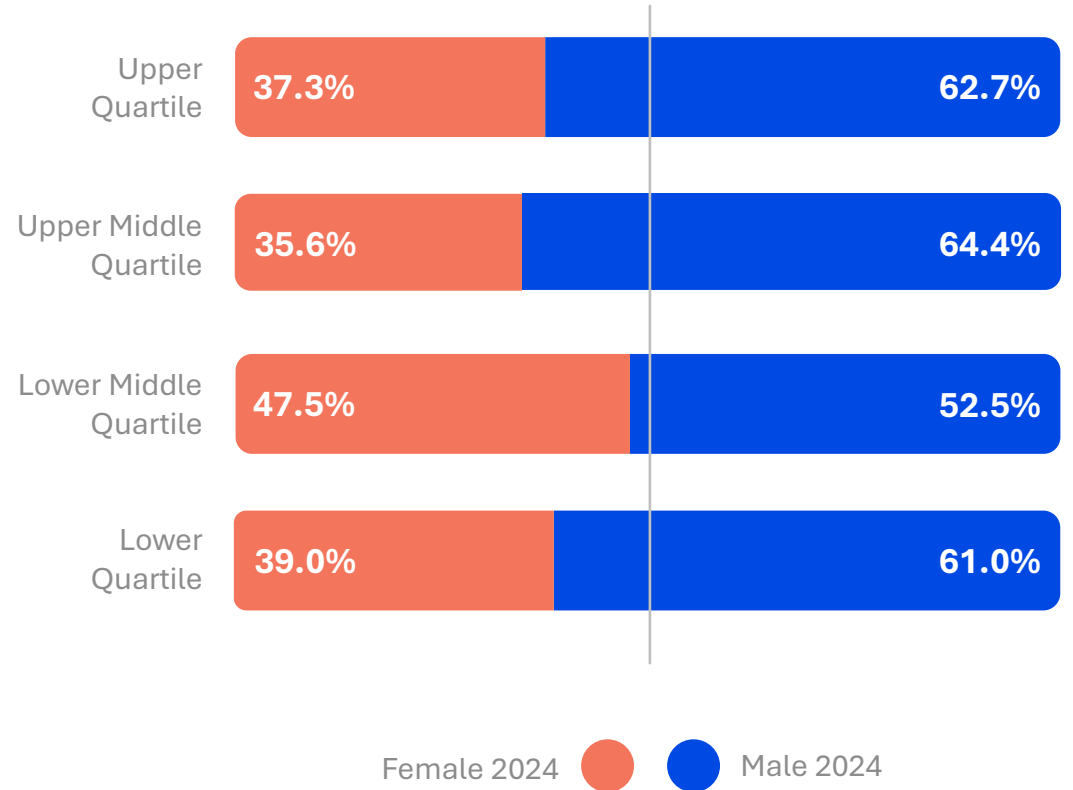
Gender split for total workforce



The PPL PRS workforce consisted of 240 full-time equivalent (FTE) employees in April 2023, this reduced to 236 FTE employees in April 2024.

The gender balance remained consistent, with a split of 40% females and 60% males in both April 2023 and April 2024.

Gender split by pay quartile



Gender Pay Gap

	Mean	Median
2024	-1.0%	3.5%
2023	-1.6%	-2.2%

The company's mean gender pay gap for April 2024 was -1.0%, favouring females, compared to -1.6% in favour of females in April 2023.

The median pay gap is 3.5%, favouring males, compared to -2.2% in favour of females in April 2023.

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

Gender Bonus Gap

Employees receiving a bonus

	Female	Male
2024	92.5%	93.6%
2023	86.5%	84.0%

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
2024	7.9%	7.0%
2023	-52.1%	-1.2%

The mean bonus gap for April 2024 was 7.9%, favouring males, compared to -52.1% favouring females in April 2023.

The median bonus gap for April 2024 was 7.0% favouring males, compared to -1.2% favouring females in April 2023.

Gender Pay Benchmarking

	PPL PRS	ONS Annual Survey for Hours and Earnings		Call Centres
		All	Full-Time	
Mean	-1.0%	13.8%	7.0%	-2.0%
Median	3.5%	13.1%	11.3%	-6.4%

Source: Office for National Statistics – Annual Survey for Hours and Earnings

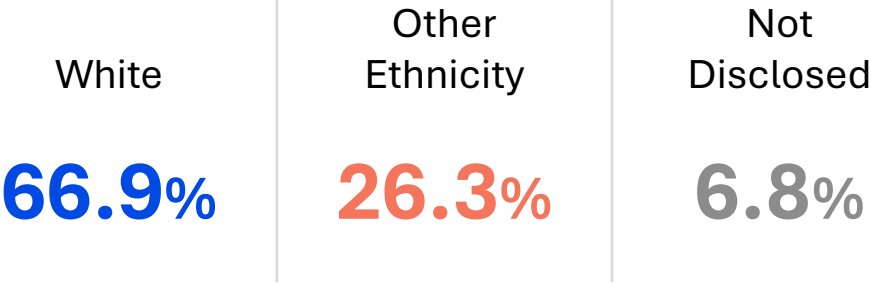
PPL PRS compares favourably against the whole UK economy and against Call Centres.

The company's mean gender pay gap at -1.0% remains significantly lower than the whole economy which stands at 13.8% for all employees and 7.0% for full-time roles. The mean gender pay gap is closely aligned to that of call centres at -2.0%.

The company's median gender pay gap at 3.5% also remains in a better position than the whole economy which stands at 13.1% for all employees and 11.3% for full-time roles. The median gender pay gap also compares well against that of call centres at -6.4%.

Ethnicity Balance

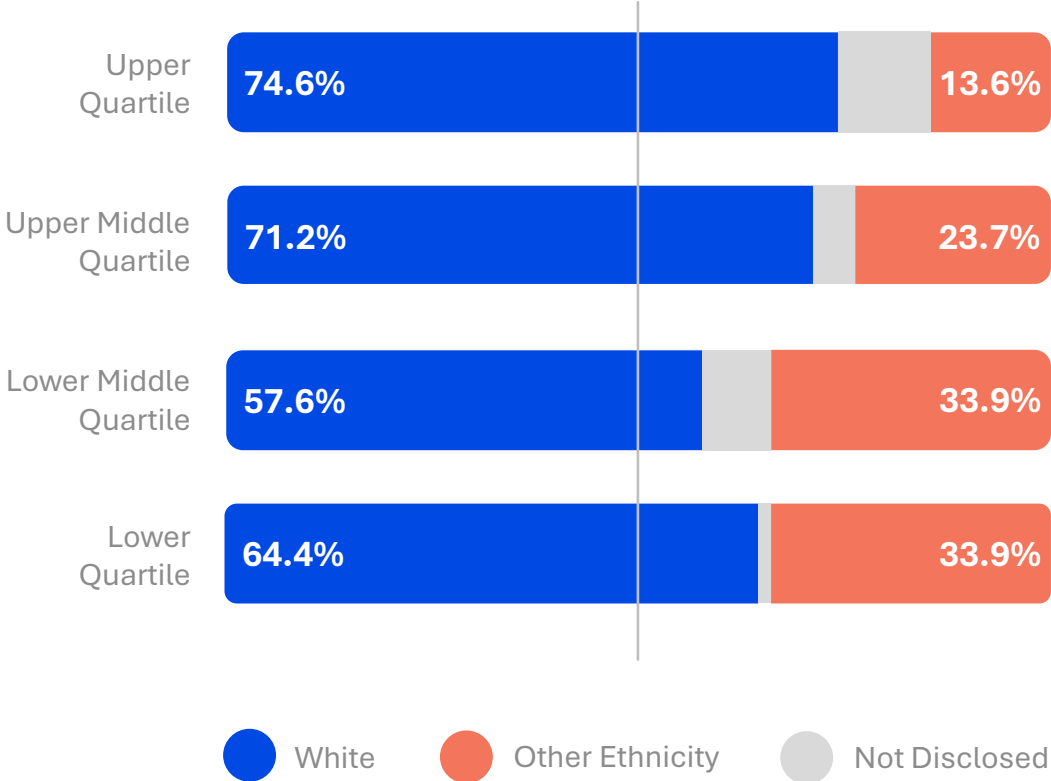
2024 Ethnicity split for total workforce



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.

The PPL PRS workforce consisted of 236 full-time equivalent (FTE) employees in April 2024. The overall split was 66.9% white, 26.3% all other ethnicities, and 6.8% who opted not to disclose their data.

2024 Ethnicity split by pay quartile



Ethnicity Pay and Bonus Gap

2024 Ethnicity Pay Gap

Mean	Median
20.7%	7.3%

The company's mean ethnicity pay gap is 20.7% in favour of white employees.

The median ethnicity pay gap is 7.3% in favour of white employees.

Ethnicity Bonus Gap

Mean	Median
54.4%	25.9%

The company's mean ethnicity bonus gap is 54.4% in favour of white employees.

The median ethnicity bonus gap is 25.9% in favour of white employees.

2024 Employees receiving a bonus

White	Other Ethnicities
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.

Equity, Diversity, and Inclusion

PPL PRS continues to promote equity, diversity, and inclusion (EDI) within the company. In the company's latest employee engagement survey, 95.3% of employees either 'agreed' or 'strongly agreed' with the statement, 'I feel like the company promotes an inclusive culture'.

A full EDI framework is due to be launched in half one of 2025. The framework will set out a strategy and key areas of focus to improve our ethnicity pay gap and the balance of ethnicities compared to that of local demographics. Clear targets and objectives will be set, and progress will be tracked throughout the year.

Current initiatives include:

Affinity Group Activity

The company has a total of five Affinity Groups that all employees can join. The groups were established in 2022, with the aim of giving employees autonomy and input into creating an inclusive environment. The Religious Allies and Black Allies groups continue to recognise, educate, celebrate, and raise awareness of various cultures.

Learning & Development

The company understands that development for all employees plays a crucial role to ensure fair career progression opportunities. In Q4 2024 a new leadership programme was launched including all people managers within the company. There are further plans for 2025 to launch a development programme for aspiring managers, open to all non-people managers within the company.

Recruitment

Talent attraction remains a focus, tracking diversity when recruiting for all positions. The company is also exploring where positions are advertised for maximum visibility. Unconscious bias training is also being rolled out to all people managers within the company.

Summary of Local Demographics

PPL PRS will continue to proactively track the ethnicity split within the company compared with the local demographic.

As at April 2024 the number of white employees was 66.9% compared to 40.9% within Leicester City and 71.6% in the Leicestershire County.

District	White	Other Ethnicity	Population
PPL PRS (6.8% undeclared)	66.9%	26.3%	236 FTE
Leicester City	40.9%	59.1%	368k
Leicestershire	71.6%	28.4%	1.1m
Breakdown of Local Authority Districts			
Blaby	86.2%	13.8%	102k
Charnwood	82.3%	17.7%	183k
Harborough	91.0%	9.0%	97k
Hinckley & Bosworth	94.3%	5.7%	113k
Melton	96.9%	3.1%	51k
NW Leicestershire	95.9%	4.1%	104k
Oadby & Wigston	63.4%	36.6%	57k
England and Wales	81.7%	18.3%	59.5m

Source: Office for National Statistics - 2021 Census

Summary

Gender

Pay Gap	Mean	-1.0%
	Median	3.5%
Bonus Gap	Mean	7.9%
	Median	7.0%
Receiving Bonus	Females	92.6%
	Males	93.7%
Quartiles	Upper (F)	37.3%
	(M)	62.7%
	Upper Middle (F)	35.6%
	(M)	64.4%
	Lower Middle (F)	47.5%
	(M)	52.5%
	Lower (F)	39.0%
	(M)	61.0%

Ethnicity

Pay Gap	Mean	20.7%
	Median	7.3%
Bonus Gap	Mean	54.4%
	Median	25.9%
Receiving Bonus	White	92.4%
	Other Ethnicity	90.3%
Quartiles	Upper (W)	74.6%
	(E)	13.6%
	Upper Middle (W)	71.2%
	(E)	23.7%
	Lower Middle (W)	57.6%
	(E)	33.9%
	Lower (W)	64.4%
	(E)	33.9%



PPL

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United for Music