

SLAVERY STATEMENT

June 2024

PPL PRS Limited Modern Slavery Act 2015 Statement

PPL PRS Limited (**PPL PRS** or **we**) has a zero-tolerance approach to modern slavery and human trafficking. We are committed to having effective systems and controls in place to safeguard against any form of modern slavery or human trafficking taking place within our business or our supply chains.

Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains. This statement sets out the steps that PPL PRS has taken in 2023 to ensure that slavery and human trafficking is not taking place in any part of its business or supply chains.

Our organisation

PPL PRS carries out public performance music licensing in the United Kingdom on behalf of its shareholders, Phonographic Performance Limited and PRS for Music Limited. We have approximately 240 staff and are headquartered in Leicester.

PPL PRS engages various suppliers including, but not limited to, outsourced service partners, systems providers and professional advisors. Our employees are based in the UK, and we only issue licences to businesses and organisations in the UK.

Due to the nature of its business, our current assessment of PPL PRS' exposure to the risk of modern slavery is low.

Our policies

PPL PRS operates several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include our Anti-Bribery Policy, Whistleblowing Policy, Grievance Policy, Procurement Policy and Modern Slavery Policy.

Our processes

We carry out vetting of all recruited candidates. We ensure that our staff are appropriately remunerated for their roles and have the right to work in the UK.

PPL PRS expects its suppliers to comply with their legal obligations under the Modern Slavery Act 2015 and that they will place similar expectations on their own respective suppliers. When entering into arrangements with suppliers (and when periodically reviewing its supply chains), PPL PRS is alert for any indicators of slavery or human trafficking.

PPL PRS has taken the following steps to ensure that there is no slavery or human trafficking in our organisation or our supply chains in the past year:

- Updated our Supplier Diligence Questionnaire, Whistleblowing Policy and Procurement Policy
- Rolled out a modern slavery e-learning course for relevant roles, including indicators of possible slavery and how to raise concerns

Approval for this statement

This statement has been approved by our Board of Directors, who will review and update it annually. Our Executive Leadership Team take responsibility for implementing this statement and its objectives.

Peter Leathem OBE
CEO, Phonographic Performance
Limited
Director, PPL PRS Limited

Andrea Czapary Martin
CEO, PRS for Music Limited
On behalf of the PRS Directors of PPL PRS
Limited