

GENDER PAY GAP

April 2019

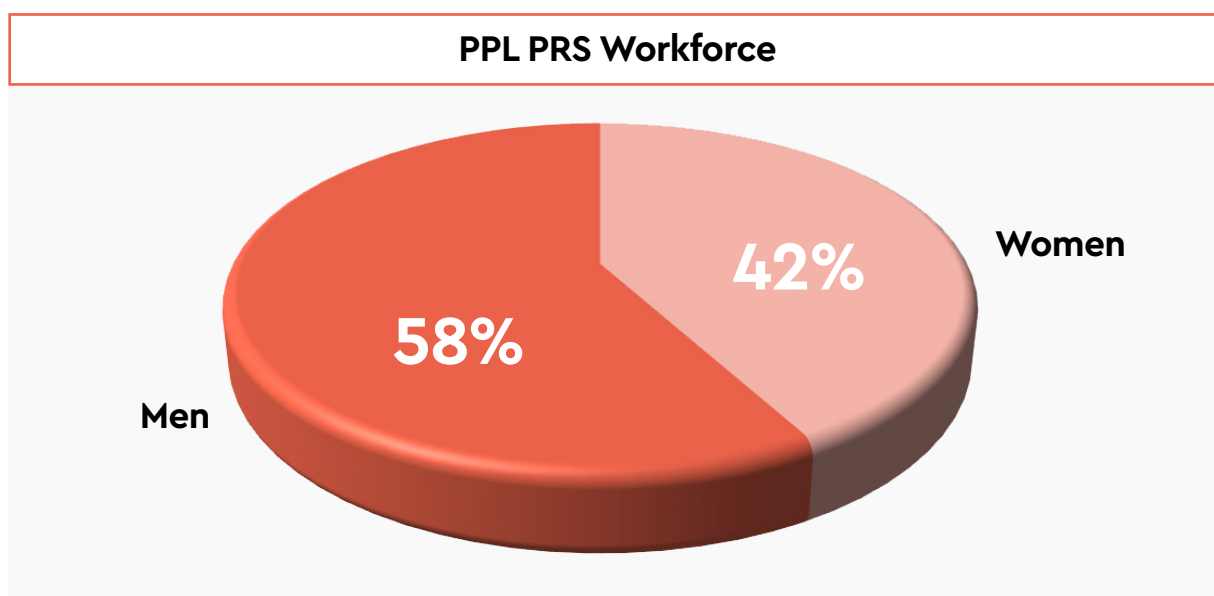


PPL PRS Ltd Gender Pay Gap Statement

PPL PRS Limited ("PPL PRS") believe in providing everyone with equal opportunities at all stages of their career, recruiting the best person for the job irrespective of gender, and promotion based on merit. PPL PRS continue to focus on improving the diverse and inclusive nature of our workforce and will continue to monitor the gender pay gap to ensure a gender balanced approach across our workforce.

We set out below our Gender Pay Report in accordance with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

PPL PRS's workforce in April 2019 consisted of 269 employees. 58% male and 42% female.



PPL PRS's gender pay gap statistics as at 5 April 2019 are set out below:

	Mean	Median
Pay Gap	-16.8%	-9.6%
Bonus Gap	-49.7%	0.0%

In the above tables, a positive figure means the gap is in favour of men; a negative figure means the gap is in favour of women.

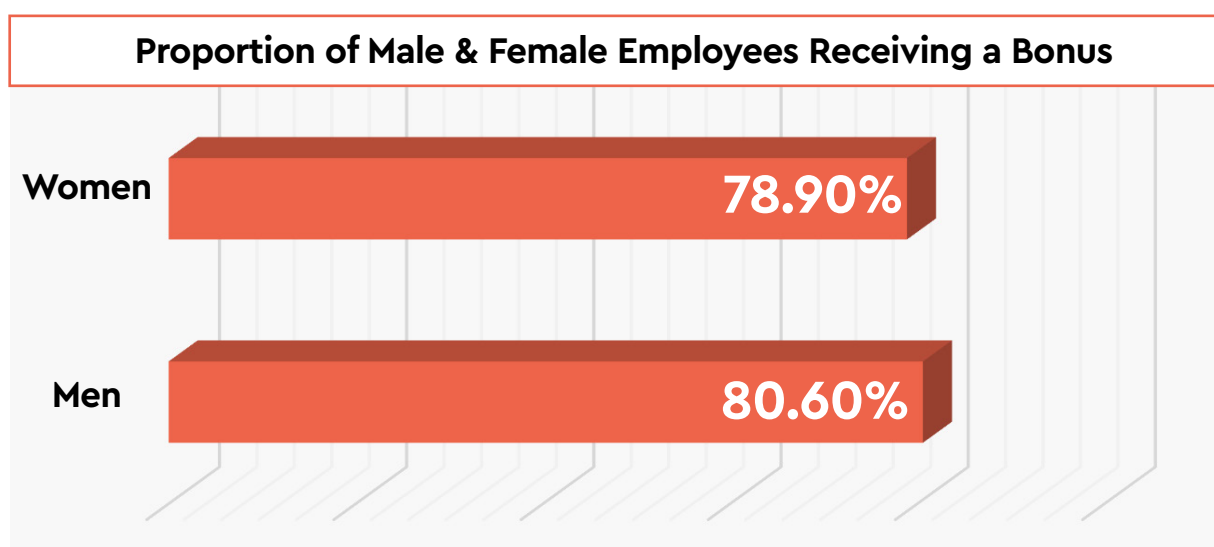
PPL PRS's mean (the average) gender pay gap is 16.8% in favour of women. The reason for this difference in favour of women is because there were more women are employed at the most senior level in our business in 2019.

PPL PRS's median (the middle point of the data) gender pay gap is 9.6% in favour of women across all employees.

PPL PRS's mean gender bonus gap is 49.7% in favour of women. Again, this is due to the fact that there are more women who are employed at the most senior level in our business.

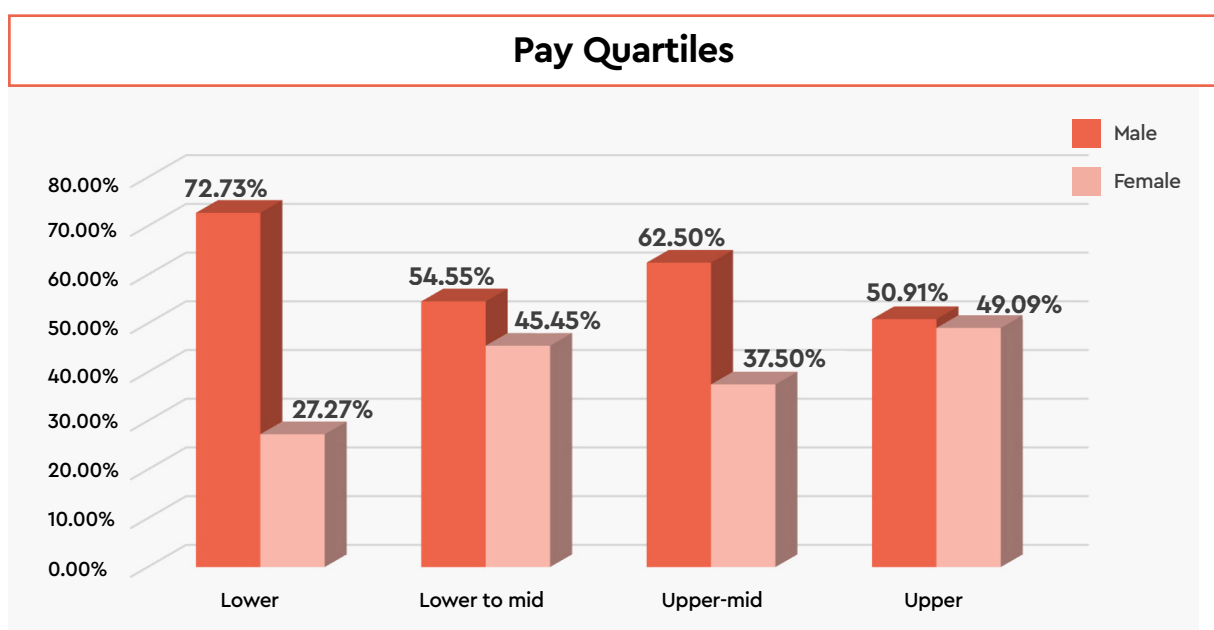
PPL PRS's median gender bonus gap is 0.0% difference for both genders.

The proportion of male and female employees receiving a bonus is 80.6% and 78.9% respectively showing a fairly balanced percentage. PPL PRS operates a bonus scheme that is based on company and personal performance. A company performance % will be allocated, taking into account a number of deliverables. The personal element of the scheme is based on an individual's contribution against agreed personal objectives and overall performance.



Pay Quartiles

The table below shows the proportion of male and female employees in each of the pay quartiles:



This illustrates that there is a higher proportion of men than women in each quartile, with the lower quartile being the most significantly weighted towards men.

We confirm the Gender Pay Gap data contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'Andrea Gray', written in a cursive style.

Andrea Gray
Managing Director

A handwritten signature in black ink, appearing to read 'Peter Leathem', written in a cursive style.

Peter Leathem
Chief Executive Officer for PPL

A handwritten signature in blue ink, appearing to read 'A. Martin', written in a cursive style.

Andrea Martin
Chief Executive Officer for *PRS for Music*