



# **PPL GENDER PAY GAP REPORTING FOR 2020**

PPL is committed to ensuring that it hires, develops and promotes the best people (regardless of gender) and that our talent pool is as wide as possible. We take equality and diversity seriously, intertwined with our people strategy, so that we can continue to develop and maintain a working culture that is fair and considerate to all.

# Gender pay gap as at 5th April 2020

Whilst PPL did not fall within the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as at April 2020 (due to a workforce below 250 FTE), PPL has chosen to publish this gender pay gap reporting voluntarily, and has prepared it in accordance with the Regulations.

PPL's workforce in April 2020 consisted of 207 FTE (60% male and 40% female), compared to 194 FTE (58% male and 42% female) in April 2019. PPL's gender pay gap statistics as at 5 April 2020 are set out below:

MEAN PAY GAP	MEDIAN PAY GAP
15.3%	18.3%

MEAN BONUS GAP	MEDIAN BONUS GAP
32.2%	41.3%


	PAY QUANTILES			
	LOWER	LOWER TO MID	UPPER-MID	UPPER
MALE	51.9%	55.8%	68.6%	63.5%
FEMALE	48.1%	44.2%	31.4%	36.5%

PPL's mean gender pay gap is **15.3%** in favour of men (compared to 14.2% in 2019). In a company our size, the pay for roles at the most senior level can impact our statistics if there are more men than women in those roles. For example, our mean gender pay gap is reduced to **10.7%** in favour of men if the CEO is excluded (compared to **9.8%** on the same basis in 2019). PPL's median gender pay gap is **18.3%** in favour of men across all employees (compared to **13.3%** on the same basis in 2019).

PPL also assessed in detail the pay percentiles which are an extension of the median pay gap and this showed that there is relatively little gap between the lowest paid women and men, or between the highest paid women and men. The difference therefore in the figures is not down to hiring more men overall but that, within the middle level roles during the year where employees left and replacements were hired, more of the best candidates for those roles on those particular occasions were men.

PPL's mean gender bonus gap is **32.2%** in favour of men (compared to **42.1%** in 2019). Again, this can be impacted by the ratio of men to women in more senior roles. Excluding PPL's CEO from the figures, the mean gender bonus gap drops to **4.9%** in favour of men (compared to 18.5% on the same basis in 2019). The proportion of male and female employees receiving a bonus is 91.1% and 89.7% respectively. PPL operates a bonus scheme that is based initially on company performance. In the event that company performance targets are met such that a bonus is payable, the amount an individual receives is then based on performance and therefore the pay-out will vary based on both an individual's salary and performance rating. PPL's median gender bonus gap is **41.3%** in favour of men (compared to 47.8% on the same basis in 2019).

PPL throughout the course of a year continues to monitor its Gender Pay Gap as well as the overall split of male and female colleagues, as the figure fluctuates over time as there is staff turnover. Indeed, if we took a snapshot as of 31 January 2021 then the mean gender pay gap would be 13% in favour of men and therefore a reduction of the gap from April 2020 and the gender split across the 2 most senior groups within PPL combined (the Executive Management Team and Heads of Department) is 50% Female and 50% Male.



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