



PPL ETHNICITY PAY GAP REPORTING FOR 2021

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 equity 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.

As part of our focus on Equity, Diversity and Inclusion (EDI), and in keeping with our commitments under the UK Music Diversity Taskforce Ten Point Plan, we are publishing our ethnicity pay gap figures. In the absence of a statutory framework for publishing these figures, we have based our approach on the model also used for gender pay gap reporting using the broad categories of “white” and “non-white”.

In using those broad categories, we are mindful that whilst 18 different ethnicity groups are recognised by the Office for National Statistics, it can be difficult for a comparatively small employer like PPL to derive meaningful reporting from using what become very small data samples when split across multiple groupings. Using the broader categories has proved to be a common approach among employers who have undertaken voluntary ethnicity pay gap reporting. However, we will keep our approach under review for future years’ reporting.

Ethnicity pay gap as at 5th April 2021

PPL’s calculable workforce in April 2021 for the purposes of the ethnicity pay gap reporting consisted of 199 FTE (i.e., looking at those PPL employees who have chosen to provide PPL with their ethnicity data - 199 out of 201 FTE).

Using that data, PPL management has undertaken six calculations in respect of two snapshot dates (in line with the reporting cycle under the gender pay gap reporting requirements): 5 April 2021 and 5 April 2020. The results of these calculations are summarised below.

MEAN ETHNICITY PAY GAP	MEDIAN ETHNICITY PAY GAP
28.1%	16.6%

MEAN ETHNICITY BONUS GAP	MEDIAN ETHNICITY BONUS GAP
0%	0%

	PAY QUANTILES			
	LOWER	LOWER TO MID	UPPER-MID	UPPER
WHITE	72%	70%	68%	88.24%
NON-WHITE	28%	30%	32%	11.76%

PPL’s mean ethnicity pay gap is 28.1% in favour of white employees (compared to 28.6% in 2020). PPL’s median ethnicity pay gap is 16.6% in favour of white employees (compared to 24.3% in 2020). PPL’s mean and median gender bonus gap is 0%. This is due to PPL not paying a bonus in 2021 for the 2020 calendar year due to the impact of COVID-19. PPL’s Executive Management are committed to improving diversity within PPL. The commitments PPL has made not only to UK Music’s Ten-Point Plan but also in response to the Black Music Coalition and Women in CTRL have helped shape and inform PPL’s overall EDI agenda for the last 12 months and this will continue moving forward, to ensure we create positive and sustainable change. For further information please refer to PPL’s Equity, Diversity and Inclusion Strategy.



Peter Leatham
Chief Executive Officer



Kate Reilly
Chief People Officer