



PPL GENDER 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.

Gender pay gap as at 5th April 2021

Whilst PPL did not fall within the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as at April 2021 (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. As such, this report, is based on data from April 2021.

PPL's workforce in April 2021 consisted of 201 FTE (61% male and 39% female), compared to 207 FTE (60% male and 40% female) in April 2020. PPL's gender pay gap statistics as at 5 April 2021 are set out below:

MEAN PAY GAP	MEDIAN PAY GAP
9.6%	12.2%

MEAN BONUS GAP	MEDIAN BONUS GAP
0%	0%

	PAY QUANTILES			
	LOWER	LOWER TO MID	UPPER-MID	UPPER
MALE	60%	56%	64%	64.7%
FEMALE	40%	44%	36%	35.3%

PPL's mean gender pay gap is **9.6%** in favour of men (compared to 15.3% in 2020). 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 **4.1%** in favour of men if the CEO is excluded (compared to **10.7%** on the same basis in 2020). PPL's median gender pay gap is **12.2%** in favour of men across all employees (compared to **18.3%** on the same basis in 2020).

From April 2020 to March 2021 PPL hired 10 new managers within PPL, 70% of whom were female. 9 managers left PPL and 66% of them were male. There were 28 hires in total (46% of them female) and 23 leavers (35% of them male). The main driver for the reduction in the overall gender pay gap is more men than woman leaving managerial roles and PPL hiring more woman than men into the vacant managerial roles. 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 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.



Peter Leatham
Chief Executive Officer



Kate Reilly
Chief People Officer