



PPL ETHNICITY PAY GAP REPORTING FOR 2022

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 2022

PPL’s calculable workforce in April 2022 for the purposes of the ethnicity pay gap reporting consisted of 186 FTE (i.e., looking at those PPL employees who have chosen to provide PPL with their ethnicity data).*

Using that data, PPL management has undertaken six calculations in respect of the snapshot date of 5 April 2022 (in line with the reporting cycle under the gender pay gap reporting requirements). The results of these calculations are summarised below.

MEAN ETHNICITY PAY GAP	MEDIAN ETHNICITY PAY GAP
30.2%	17%

MEAN ETHNICITY BONUS GAP	MEDIAN ETHNICITY BONUS GAP
19.7%	10%

	PAY QUANTILES			
	LOWER	LOWER TO MID	UPPER-MID	UPPER
WHITE	43.8%	25%	31.3%	19.1%
NON-WHITE	56.2%	75%	68.7%	80.9%

PPL’s mean ethnicity pay gap is 30.2% in favour of white employees (compared to 28.1% in 2021). PPL’s median ethnicity pay gap is 17% in favour of white employees (compared to 16.6% in 2021).

PPL’s mean ethnicity bonus gap is 19.7% in favour of white employees (compared to 0% in 2021 when no company bonuses were awarded due to the impact of COVID-19). PPL’s median ethnicity bonus gap is 10% in favour of white employees (compared to 0% in 2021).

There are a lot more non white staff in the lowest quartile. This had been falling in previous years but has now risen to 43.8%. At the same time, the proportion of non-white staff in the highest quartile has increased since last year. Overall, PPL has 27% of staff from a Black, Asian or ethnic minority background, vs 25% last year. In 2021 PPL hired 44 employees and 39% of them were from a Black, Asian or Minority Ethnic background.

The proportion of white and non white employees receiving a bonus is 88% and 78% respectively. PPL operates a bonus scheme that is based initially on company performance and certain eligibility criteria for example an employee's start date. 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 Board and 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 strategy for the next 5 years, 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

*Added August 2023:

In April 2023 the UK government changed its advice on ethnicity reporting, providing detail on how to factor those employees who have not declared their ethnicity. In the 2022 numbers detailed in this ethnicity pay gap report, employees who had not declared their ethnicity were excluded.

The figures included in this report remain as published in June 2022, to maintain a true record of what was communicated at the time.

Our figures for 2023 were calculated using the new guidance. In order to provide meaningful comparison, the 2022 figures included in the [2023 ethnicity pay gap report](#) were amended to reflect the new guidance, to show like-for-like.