



APM

1PM WEDNESDAY
19 NOVEMBER
2025

**APM 2025
FULL DOCUMENT PACK**



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Agenda

Location: Band on the Wall, 25 Swan Street, The Northern Quarter, Manchester, M4 5JZ

Registration from: 12pm

APM Starts: 1pm

1. Welcome
2. Address by John Smith OBE, Performer Board Chair
3. Company presentations
4. Address by Peter Leathem OBE, PPL Chief Executive Officer
5. Q&A session
6. Performer Director election results
7. Close of APM



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Notice of Annual Performer Meeting

PHONOGRAPHIC PERFORMANCE LIMITED (Company Number 288046)
(the "Company")

NOTICE IS HEREBY GIVEN that
the ANNUAL PERFORMER MEETING of the Company with Eligible Performers
will be held in Band on the Wall, 25 Swan Street, The Northern Quarter, Manchester, M4 5JZ
on WEDNESDAY 19 NOVEMBER 2024 at 1pm

to deal with the following matters:

1. Election of Performer Directors.

BY ORDER OF THE PERFORMER BOARD

A handwritten signature in black ink that reads 'John F Smith'.

PERFORMER BOARD CHAIR



Explanatory note

Election of Performer Directors

PPL's articles of association require that, at each APM, one third of the Performer Directors who sit on the PPL Board and Performer Board must step down (in a process referred to as "retirement by rotation") and an election must be held, in which they may stand for re-election. This year, the Performer Directors due to retire by rotation are Roxanne de Bastion and Dave Lee.

Eligible Performers may nominate additional candidates to stand in the election. Please see the Candidate Nomination Form for more details.

Following the conclusion of the nominations process, a list of the confirmed election candidates will be published on the PPL website and will be available to Eligible Performers when voting, along with copies of election statements from all candidates.

As there are two positions being elected, each Eligible Performer will be able to cast two votes: one for each of their preferred candidates. Eligible Performers may not cast both their votes for the same candidate.

PPL is working with Civica Election Services to offer Eligible Performers the opportunity to vote online, via a secure website, before the APM. Eligible Performers will be contacted by Civica nearer the time (either directly or, if they have one, via the designated representative who manages their PPL account on their behalf) with more details about this. Please note that all voting will take place online, meaning there will not be an opportunity to vote on the day.



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Candidates Standing for Election

Alphabetically by surname:

- Kenny Barber
- Roxanne de Bastion
- Hannah Joseph
- David Lee
- Paul Spong



Candidate Statements



Kenny Barber

I believe I am well equipped to serve on the PPL Performer Board as a Director, thanks to a unique journey that spans the full spectrum of the music world. I began as a self-taught singer-songwriter and performer, eventually earning a major publishing deal. I've managed tours across the UK and internationally, and I now serve as a Relationship Manager at PRS for Music, supporting and advising thousands of creators on their royalties and rights. This blend of creative and business experience from the studio to the boardroom has given me a rare, holistic perspective on the challenges performers face and the solutions we need.

Throughout my career, I have been a passionate advocate for artists. I've managed and developed emerging musicians, producers, and artists from gold-certified Billboard producers to orchestral players and young talent in community and youth settings. I've worked with organisations and initiatives that champion education, fairness, and transparency for performers, regularly delivering workshops that break down how royalties flow and how artists can protect their rights. In my role at PRS, I collaborate daily with key industry bodies and community groups to ensure that no performer, regardless of background or genre, is left behind in understanding their income streams.

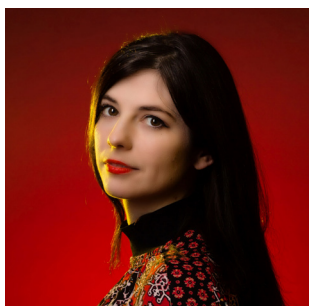
If elected, my priorities as a Performer Director will be clear and focused:

- **Fair & Equitable Pay** – Push for stronger measures to secure equitable remuneration for all performers, Featured and Non-Featured, especially in the streaming era and amid the rise of AI. The current reality where a session musician can earn nothing from streaming must evolve.
- **Education & Empowerment** – Expand outreach programmes, workshops, and one-to-one support so every performer understands how to collect what they're owed and assert their rights. I will use my experience simplifying royalties to help more members benefit fully from PPL's services.
- **Inclusive Representation** – Advocate for a Board that truly reflects the diversity of our membership. I will bring in fresh perspectives and ensure decisions consider performers across all genres, backgrounds, and career stages. Inclusive leadership isn't just about fairness, it leads to better governance and innovation.
- **Future-Proofing the Industry** – Engage proactively with emerging challenges such as AI, evolving listener behaviour, and new forms of performance income. I will help ensure PPL remains forward-thinking and protective of performers in an ever-changing landscape.

I am a collaborator and a problem-solver at heart. If given the honour of serving on the Performer Board, I will listen carefully, act decisively, and champion your interests with warmth, dedication, and integrity. Together, we can build a fairer, more informed, and resilient future for everyone who makes music.



Candidate Statements



Roxanne de Bastion

I'm standing for re-election to the PPL Performer Board and would like to ask for your vote. I've been a Performer Director for three terms and I'm grateful to have been re-elected twice. Now more than ever, it's vital for PPL to work efficiently, transparently and fairly in order to serve all of its members. A lot of good work has been achieved in unprecedented circumstances, but I believe there is still work to do to achieve a more equitable system that truly serves the performers without whose work the music industry simply wouldn't exist. While we have seen some improvements in representation in the sector in recent years, we are only just at the start of the journey.

Representation matters: I am the youngest Board Director and currently the only featured artist on the Performer Board actively navigating today's ever-evolving music industry. I bring this unique point of view to every board meeting and never shy away from asking difficult questions. As someone who is currently still building a music career from the ground up – working across live performance, recording, and digital platforms, and constantly considering new ways of working – I understand the real-world struggles, as well as the opportunities that new tech can bring.

I'm committed to continue to advocate for PPL to:

- **Protect ALL performers' rights** – The music industry, and independent artists and rights holders in particular, are facing real threats, not least from the rise of AI. It's paramount that we protect copyright (and ultimately artists' works). In this post-pandemic, post-Brexit landscape where royalty income streams are a lifeline to artists, it is vital that organisations such as PPL have an 'artist first' approach to ensure the industry supports those at the heart of it.
- **Improve metadata standards** – PPL has a great reputation globally and is a real market leader, working tirelessly to constantly adapt and improve. It is important to have artists on the Performer Board to oversee those changes and to advocate for members.
- **Increase transparency and enhance outreach** – so all performers can understand how their royalties are collected, calculated, and paid.
- **Prioritise diversity and representation** – I'm pushing to introduce a youth observer chair and will continue to advocate for better representation of PPL members on the board, so that we hear voices from all backgrounds, genres, and career stages.

The way we consume music is changing - the move away from linear broadcasting towards on-demand in particular. This poses a serious risk to artists' income, as existing laws and frameworks (such as the 'making available' right) simply aren't fit for purpose anymore. We must ensure that our rights, processes and institutions are able to adapt to changing landscapes in order to enable performers to continue to produce their best work and sustain a stable living. It's vital to have a strong, independent artist voice represented on the PPL Performer Board in order to ensure fair remuneration for our work.

PPL plays a crucial role in safeguarding our rights, providing a platform for interdisciplinary discussions in the music industry, and ensuring fair remuneration for recorded performances. To meet the challenges of today – and tomorrow – we need a board that reflects the full spectrum of the performer community. By electing me, you'll be choosing someone who brings lived experience, a fresh perspective, and a deep commitment to ensuring that all artists are heard and protected.

About me

I'm an active singer, songwriter and performer with two critically acclaimed albums and one internationally published book under my belt, and have been a full-time artist for ten years. I have been touring across the UK, the USA and Europe and continue to grow my career.



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Candidate Statements

I have a great interest in nurturing and educating the artist community and am passionate about creating a more transparent and fair industry, as well as looking at how new technologies can help achieve this.

My track record

- I've been a Board Director at the Featured Artists Coalition since 2014
- I founded FM2U (From Me to You) in 2014, an annual music conference specifically from and for artist entrepreneurs and ran that successfully up until the pandemic
- I created and delivered countless peer-to-peer educational events for the FAC and beyond, including the FAC's Artist:Entrepreneur Days, a monthly meetings for women and gender minority artists, as well as online artist sessions throughout the pandemic and, most recently, an educational event series for The Roundhouse for 18 - 25 year old artists
- I am an advocate of Imogen Heap's Creative Passport (now Auracles) initiative

Thank you for your support.



Candidate Statements



Hannah Joseph

Having recently served on the PPL Board as a Performer Director and currently managing a range of both artists and producers in the Pop/Dance/Black Music space, I believe I am well qualified to stand for renomination this October. I am passionate about the importance of providing 'A Seat At The Table' for the currently under represented but prolific creatives in the contemporary and Black music space in the PPL Boardroom.

I am also dedicated to utilising my experience, knowledge and understanding of the mechanics of the company, the historical and current challenges facing both PPL and their performers, as well as the ongoing industry financial and IP concerns (such as Equitable Remuneration and AI) that the Performer Directors continue to navigate as critical friends.

Working with both Featured and Non-Featured Performers in the contemporary music space - from everything including Rap to Dance to Dancehall - over my 30+ year career, I have always been a huge advocate of challenging deal terms and being active as a voice for equality and commensurate remuneration as well as supporting female and non binary creatives entering the industry.

My responsibilities during my tenure included engaging with young, up and coming creatives and their managers, introducing people who were previously unaware of the importance of PPL in their careers. I enjoyed working with the Member Services team bringing them together personally so that they have been able to discuss directly the importance of their IP and also benefit from the value and service PPL provide. I am also very invested in supporting the new generation of potential Board Directors to ensure that a youthful, gender-balanced and diverse presence provides the opportunity for democracy and an entrepreneurial attitude in Boardrooms, where the discussions are being made. I believe ALL creatives should be represented in these spaces to avoid wider issues in the industry - there are enough challenges as it is currently in earning capacity, let alone if people aren't even considered when discussions are made.

If you believe I would put my experience and enthusiasm to good use and that the opportunity for more diversity on the PPL Board is a good thing, please vote for me!



Candidate Statements



David Lee

As many of you will know I have recently relinquished my involvement with the Musicians Union Executive Committee, both as Chair and as a member. Involvement within the MU enables you to see the overall stresses and strains within the profession and highlights areas where one's personal experiences could be put to good use. Obtaining a place directly representing musicians in a focused area is my goal. To this end I'm making this application.

I am both a featured and a non-featured artist of long standing. In the orchestral world I have been either a principal or co-principal horn since 1969 in established and freelance orchestras across the UK. From the BBC CO and BBCSSO, to the CBSO, RPO, LPO, and ROH I have added solo and chamber performances together with a position of Solo Horn for some 18 years with the Michael Nyman Band. I have also had an extensive career in the commercial field of film and television. My recording and concert work with various popular artists stretches from Dame Shirley Bassey and Paul McCartney through to George Michael and Robbie Williams. I also have current recording contracts on Nimbus Records.

My wish is it to represent my fellow colleagues in securing an income future from their high quality recording work that is commensurate with their skills. I think a person of skills and extensive experience is best placed to serve that wish.



Candidate Statements



Paul Spong

My name is Paul Spong, and I am a professional trumpet player with a distinguished career spanning over 40 years within the UK's music industry. I have had the privilege of performing and recording with world-renowned artists including Wham!, Elton John, George Michael, The Who, Eric Clapton, and Robbie Williams, as well as orchestras such as the RPO, LSO and the BBC Concert Orchestra. My work spans studio sessions, live touring, television, and film, giving me invaluable insight into the artistic and practical realities of a performer's life in today's ever-changing industry.

For the past 20 years, I have also served as a musical contractor with Music Creation Ltd. In this role, I have been responsible for contracting musicians, singers, and technical staff for recording sessions, live tours, film soundtracks, and special events, further deepening my understanding of the industry's needs from both the performer's and the organizer's perspectives.

I have served for more than a decade on the Musicians' Union Recording and Broadcasting Committee (formerly the Session Section Committee). Through this role, I have gained valuable insight into industry negotiations, and the structures that protect and promote fair treatment for musicians. Advocating for musicians rights has never been so important in the changing landscape of music and broadcast we face now.

These experiences have shaped my strong belief in fairness, respect, and the protection of performers' rights—principles that stand at the core of PPL's mission.

I am honoured to stand for nomination as a Director of PPL with a deep commitment to representing the interests of performers. Having worked across many genres, I have witnessed first-hand how vital it is for musicians to have a collective voice and a fair system that recognises our work. As a Director, I aim to help PPL build upon its successes, advocate for equitable treatment, and ensure every member benefits from the value they help create.

If elected, I will focus on:

- Enhancing communication between PPL leadership and performers
- Promoting transparency in royalty collection and distribution
- Leveraging technology to improve efficiency and member access

I bring to this role not only my experience as a performer but also a passion for collaboration and a commitment to helping all musicians thrive.

As someone still actively engaged in the industry—both performing and contracting—I remain closely connected to the everyday experiences of musicians. I also bring a wide professional network built over decades, which I would use to listen, represent, and advocate for colleagues across the sector.

I believe my combination of practical experience, industry knowledge, and strong relationships makes me well placed to serve on the board. It would be an honour to contribute to PPL's ongoing work in protecting performers' rights and ensuring the music industry remains fair, transparent, and supportive for all its members.