

**▶ PPL
ETHNICITY
PAY GAP
REPORTING
2024 ●**



PPL ETHNICITY PAY GAP REPORTING FOR 2024

At PPL, we are committed to ensuring that we hire, develop, and promote the best people from the widest pool possible, regardless of any characteristics - including ethnicity.

We take equity, diversity, and inclusion (EDI) very seriously. They are intertwined with our people strategy, to enable us to continue to develop and maintain a working culture that is welcoming, fair, and considerate to all.

The reduced mean pay gap and greater overall ethnic diversity among the PPL team detailed in this report are a result of several years of work across the business to adapt recruitment methods, ensure balanced interview panels, and invest in staff training. They also follow the publication of a robust [five-year EDI strategy in 2022](#), which sets priorities and clear targets for change.

We were one of the first organisations in the music industry to publish an EDI strategy, and we remain one of a very limited number of our peers in the music ecosystem to publish colleague ethnicity data. We continue to lead the sector in our approach to becoming an even more welcoming, safe place to work where all lived experiences are respected.

OUR APPROACH

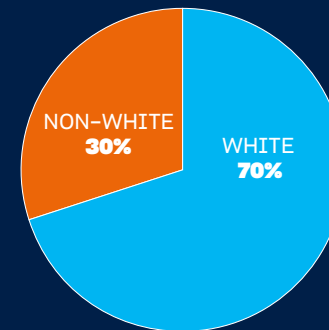
We have shared our ethnicity pay gap data annually since 2021. This is a key part of our work to become a more transparent company. We voluntarily publish these figures - there is no legal requirement for any organisation to release staff ethnicity data.

To improve the quality of our data, we undertook a voluntary data collation exercise to encourage colleagues to disclose their ethnicity. 97.5% of our team have now done so, against a target of 95%. Recent government guidance has provided detail on how to factor those employees who have not declared their ethnicity. For the purposes of calculating these figures, we have used that guidance, which recommends calculating pay gaps only from those colleagues who have provided an ethnicity but including those colleagues who have not provided their ethnicity within the overall pay quartile statistics.

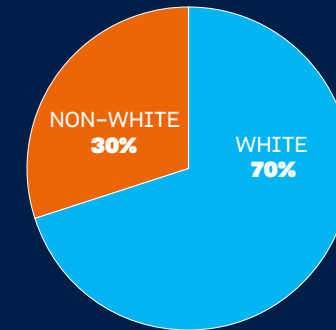
As of 5 April 2024, our workforce consisted of:

239
**FULL TIME EQUIVALENT
(FTE) ROLES**

People declaring any ethnicity other than white now make up 30% of PPL's workforce:

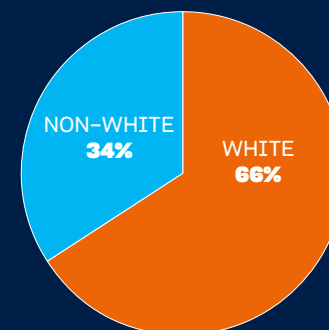


APRIL 2024



APRIL 2023

34% declaring as any ethnicity other than white once the senior leadership team is excluded.



APRIL 2024

ETHNICITY PAY GAP

Our ethnicity pay gap statistics as of 5 April 2024 were:

MEAN ETHNICITY PAY GAP

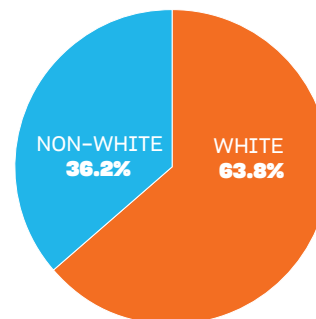
27.1%

MEDIAN ETHNICITY PAY GAP

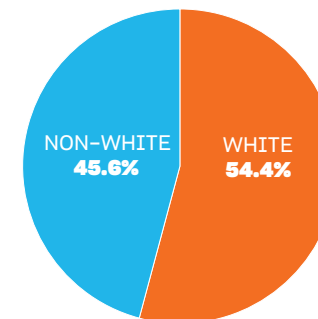
23.7%

PPL's mean ethnicity pay gap has fallen three percentage points to 27.1% (2023: 30%) and the median pay gap remains similar to the previous year at 23.7% (2023: 23.6%). Despite closing the gap further, the proportion of non-white employees is higher in the lower earning half of the workforce.

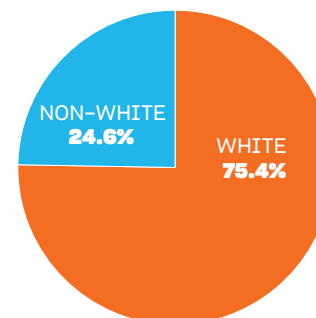
Developing PPL's own talent is a key focus for the business. In the medium-to-long term, the current workforce will provide a sustainable pipeline of talent to promote into the top half of earners within the organisation. The company's focus will be on personal development to enable more non-white colleagues to secure higher paying roles. Already, the proportion of non-white staff in the upper quartile of the business is improving and is the highest it has ever been. Last year, almost half of colleague promotions were awarded to those from a non-white background.



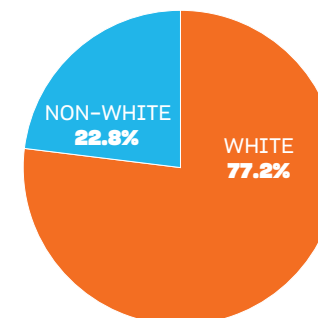
LOWER QUARTILE



LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE

ETHNICITY BONUS GAP

**MEAN ETHNICITY
PAY GAP**

66.9%

**MEDIAN ETHNICITY
PAY GAP**

37.1%

PPL offers a bonus scheme which is based on company and individual performance. It is subject to certain eligibility criteria - for example, an employee's start date.

The company's mean ethnicity bonus gap rose to 66.9% in favour of white employees, compared to 20.7% in 2023. Its median ethnicity bonus gap is 37.1% in favour of white employees, up from 10.4% in 2023. This swing is because of an increase in the ratio of white women in senior roles at PPL. The size of the organisation means that changes in one or two positions can impact the data considerably, as has been the case this year.

OUR APPROACH TO PRESENTING ETHNICITY DATA

Like other companies of a comparable size, we have faced a challenge in how best to present our ethnicity pay gap data in a meaningful way, in the absence of a clear statutory or industry standard. So far, we have taken the most common approach used by similarly sized organisations, which is to mirror gender pay gap reporting as far as possible, using the broad, binary categories of 'white' and 'non-white.'

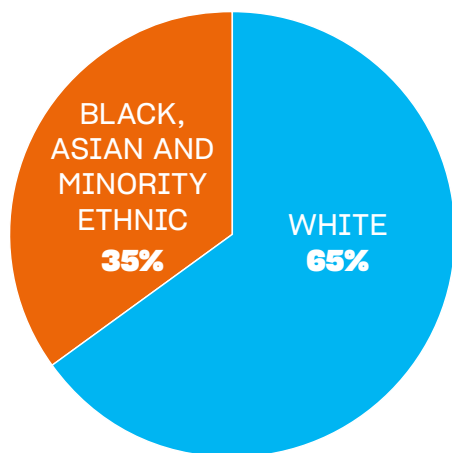
In April 2023, the government published guidance which advises employers to publish ethnicity data with the greatest amount of granularity possible. However, the guidance also suggests that only statistics calculated from a group of employees of a minimum size of 50+ should be shared externally, and we do not meet that threshold for any group other than white.

Whilst we are committed to disclosing data with as much transparency as possible and recognise the power of reporting as a driver for change, we will not do so to a level of granularity which risks making individual employees identifiable. Looking after our employees and making the company a safe, inclusive, and welcoming place to work is our priority: reporting is secondary to that.

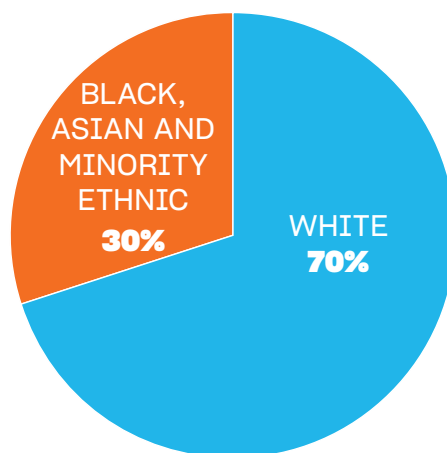
OUR GOALS

Last year, we set out our ambition for staff diversity by 2027 in our five-year EDI strategy. We have since updated our staffing aims using the now-published 2021 census data for London and South East England, where most of our staff live.

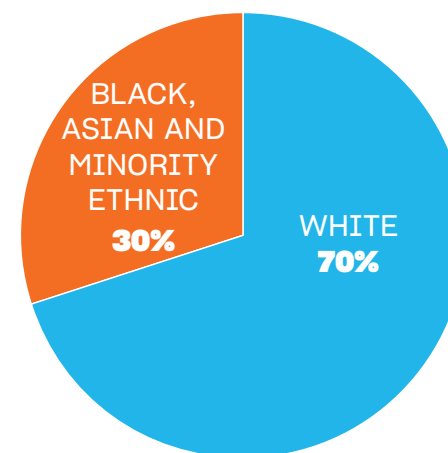
Although we have taken important steps in recent years, we know there is still more work to be done to close our ethnicity pay gaps and further champion equity at every level of our organisation.



2027 TARGET



APRIL 2024



APRIL 2023

Peter Leatham
Chief Executive Officer

Kate Reilly
Chief People Officer