

PRS for Music: 2023 Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the "**Act**"). It applies to Performing Right Society Limited ("**PRS**") and PRS for Music Limited ("**PRSfM**") (together, "**PRS for Music**"). It sets out the steps that *PRS for Music* has taken in the 2023 financial year to ensure that slavery and human trafficking is not taking place in any part of its business or supply chains.

PRS for Music has a zero-tolerance approach to slavery and human trafficking. We are committed to having effective systems and controls in place to safeguard against any form of slavery or human trafficking taking place within our business or our supply chains.

Our organisation

PRS for Music licenses, collects and otherwise administers the performing rights in the musical works of the writer and publisher members of PRS.

PRS is a company limited by guarantee, owned by its writer and publisher members. PRS has a wholly-owned subsidiary, PRSfM, which in turn owns various joint ventures, including International Copyright Enterprise Service Limited, ICE International Copyright Enterprise Germany GmbH, ICE Operations AB, and PPL PRS Limited (collectively, the "**Group**").

PRS for Music engages various suppliers including, but not limited to, IT providers, contractors and professional service advisers.

Our policies

PRS for Music operates a number of policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. *PRS for Music's* Values. Our compliance activities, in particular, are anchored in our integrity value.
2. *PRS for Music* [Code of Conduct](#)
3. *PRS for Music* Anti-Bribery and Corruption Policy
4. *PRS for Music* Whistleblowing Policy
5. *PRS for Music* Grievance Policy
6. *PRS for Music* Modern Slavery Policy
7. Zero tolerance of abuse, assault or other threatening behaviour

Our processes

PRS for Music has a dedicated compliance team, which is focused on ensuring compliance with the Act.

PRS for Music has taken various steps to raise staff awareness of modern slavery in the past year. These include:

1. Providing company-wide communications on World Anti-Slavery Day on the continuing existence of modern slavery in workplaces and communities, and what can be done to tackle this;
2. Providing yearly company-wide compliance training on modern slavery highlighting the relevant *PRS for Music* policies, the potential warning signs of modern slavery in the workplace, and what staff should do if they have any concerns;
3. Providing compliance training on modern slavery for new staff; and
4. Providing guidance to the Group on modern slavery awareness where necessary.

PRS for Music asks its suppliers to provide copies of modern slavery statements and policies and to answer a series of questions on how compliance is maintained. *PRS for Music* also continues to ask its suppliers to provide a written assurance stating that they are committed to ensuring that there is no modern slavery or human trafficking in their supply chains or in any part of their business, and that they keep their modern slavery compliance measures under review. This request is incorporated into the *PRS for Music* procurement process.

Approval for this statement

This statement is made pursuant to Section 54 of the Act and constitutes PRS and PRSfM's slavery and human trafficking statement for the financial year ending 31 December 2023. This statement was approved by the PRSfM Board of Directors and the PRS Members' Council on 21 March 2024.

Signature:



Andrea Czapary Martin

Chief Executive Officer

Date: **20 May 2024**

PRS for Music Limited