

# Gender Pay Gap Results 2019

Legal Employer	No. of Employees	Pay Gap		Bonus Gap		% of Employees Receiving Bonus		Pay Quartile 1		Pay Quartile 2		Pay Quartile 3		Pay Quartile 4	
		Mean	Median	Mean	Median	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Energy Retail Ltd	1402	19.79%	21.89%	57.41%	11.54%	93.3%	97.1%	23%	77%	41%	59%	46%	54%	59%	41%
SP Power Systems Ltd	993	21.23%	25.57%	77.50%	0.00%	71.9%	73.9%	66%	34%	45%	55%	67%	33%	83%	17%
SP Manweb plc	908	10.75%	15.57%	-80.63%	0.00%	93.1%	87.2%	81%	19%	93%	7%	92%	8%	93%	7%
SP Distribution plc	781	9.13%	11.23%	-49.55%	0.00%	97.2%	92.5%	79%	21%	91%	9%	92%	8%	91%	9%
ScottishPower UK plc	487	20.06%	17.37%	44.49%	22.69%	65.2%	47.5%	33%	68%	40%	60%	55%	45%	58%	42%
SPW Renewables UK Ltd	427	8.06%	9.30%	31.53%	29.82%	65.7%	75.5%	82%	18%	65%	35%	72%	28%	86%	14%
SP Transmission plc	345	16.76%	17.61%	52.01%	0.00%	91.3%	83.1%	80%	20%	73%	27%	87%	13%	96%	4%

Data for ScottishPower employing entities at 5th April 2019 where our reporting obligations under the gender pay regulations are triggered