

Gender Pay Gap Appendix 2021

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	1270	17.96%	15.65%	48.06%	40.49%	54.05	57.48	25	75	43	57	49	51	60	40
SP Power Systems Ltd	1108	17.57%	20.72%	66.56%	0%	77.06	80.92	69	31	47	53	63	38	83	17
SP Manweb plc	821	6.91%	8.80%	-32.13%	0%	97.25	94.74	82	18	92	8	91	9	90	10
SP Distribution plc	719	6.60%	10.48%	-36.89%	0%	98.56	98.96	81	19	86	14	91	9	89	11
SPW Renewables UK Ltd	598	7.47%	13.08%	24.88%	17.97%	83.18	81.1	70	30	65	35	79	21	78	22
ScottishPower UK plc	533	21.57%	20.75%	56.15%	31.33%	91.02	93.06	31	69	39	61	57	43	60	40
SP Transmission plc	350	16.33%	13.45%	74.92%	0%	91.93	80	72	28	79	21	79	21	97	3

Data for ScottishPower employing entities at 5th April 2021 where our reporting obligations under the gender pay regulations are triggered.