

Gender Pay Gap Appendix 2022

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	1239	17.38	15.23	57.67	57.20	54.44	55.94	26	74	43	57	49	51	59	41
SP Power Systems Ltd	1140	12.29	15.25	63.41	0	65.86	78.63	76	24	51	49	60	40	80	20
SP Manweb plc	832	10.42	9.02	-26.49	0	94.29	84.00	80	20	92	8	92	8	91	9
SP Distribution plc	724	4.95	9.21	-91.89	0	95.01	91.26	80	20	86	14	90	10	88	12
SPW Renewables UK Ltd	641	7.76	10.42	-24.99	15	88.38	81.08	65	35	68	32	78	22	77	23
ScottishPower UK plc	541	16.63	16.80	50.23	28	89.20	93.47	33	67	45	55	55	45	58	42
SP Transmission plc	444	16.50	12.88	76.81	0	78.65	67.05	70	30	80	20	80	20	94	6

Data for ScottishPower employing entities at 5th April 2022 where our reporting obligations under the gender pay regulations are triggered.