

# Gender Pay Gap Results 2017

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 %
ScottishPower Energy Retail Ltd	1677	21.30%	30.54%	66.80%	71.62%	51.15%	59.67%	27.00%	73.00%	26.00%	74.00%	47.00%	53.00%	55.00%	45.00%
ScottishPower Renewable Energy Ltd	288	20.23%	15.48%	56.60%	48.44%	66.04%	72.37%	69.00%	31.00%	61.00%	39.00%	78.00%	22.00%	86.00%	14.00%
Scottish Power UK plc	492	23.22%	21.88%	43.06%	30.73%	65.14%	43.07%	28.00%	72.00%	37.00%	63.00%	51.00%	49.00%	60.00%	40.00%
SP Dataserve Ltd	310	16.39%	13.40%	46.11%	33.54%	31.74%	7.50%	58.00%	42.00%	72.00%	28.00%	83.00%	17.00%	84.00%	16.00%
SP Power Systems Ltd	2816	14.94%	17.75%	-4.10%	0.00%	94.62%	93.66%	71.00%	29.00%	87.00%	13.00%	84.00%	16.00%	91.00%	9.00%

Data for ScottishPower employing entities at 5th April 2017 where our reporting obligations under the gender pay regulations are triggered