

Gender Pay Gap Results 2018

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	1512	21.85%	26.68%	66.47%	-10.84%	94.61%	96.56%	26%	74%	32%	68%	47%	53%	57%	43%
ScottishPower UK plc	520	24.01%	22.71%	45.07%	32.90%	60.42%	48.21%	32%	68%	37%	63%	53%	47%	62%	38%
SP Distribution plc	805	10.64%	10.78%	-36.96%	0.00%	98.44%	91.00%	79%	21%	90%	10%	90%	10%	92%	8%
SP Manweb plc	913	10.09%	14.37%	-57.39%	0.00%	96.45%	84.38%	80%	20%	94%	6%	92%	8%	92%	8%
SP Power Systems Ltd	923	20.49%	24.85%	78.12%	0.00%	79.18%	81.15%	74%	26%	39%	61%	67%	33%	85%	15%
SP Transmission plc	342	20.06%	19.46%	44.38%	0.00%	75.27%	33.90%	72%	28%	76%	24%	89%	11%	94%	6%
ScottishPower Renewables (UK) Ltd	373	14.10%	9.99%	69.49%	37.01%	60.85%	67.39%	72%	28%	71%	29%	74%	26%	84%	16%

Data for ScottishPower employing entities at 5th April 2018 where our reporting obligations under the gender pay regulations are triggered