

Gender Pay Gap Results 2020



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	1370	19.99%	19.49%	54.90%	57.79%	50.43	58.2	22	78	41	59	50	50	59	41
SP Power Systems Ltd	1062	24.23%	23.36%	76.84%	0%	70.78	80.75	67	33	45	55	66	34	84	16
SP Manweb plc	874	9.01%	9.97%	-14.66%	0%	97.03	88.89	82	18	93	7	90	10	92	8
SP Distribution plc	746	6.62%	8.09%	-14.89%	0%	97.09	97.83	82	18	89	11	90	10	90	10
ScottishPower UK plc	507	27.78%	22.10%	46.33%	21.01%	59.21	46.59	31	69	38	62	56	44	59	41
SPW Renewables UK Ltd	476	3.36%	8.06%	12.63%	17.61%	65.81	75.2	76	24	69	31	75	25	76	24
SP Transmission plc	355	20.48%	18.98%	66.74%	0%	91.13	87.1	75	25	76	24	85	15	95	5

Data for ScottishPower employing entities at 5th April 2020 where our reporting obligations under the gender pay regulations are triggered.