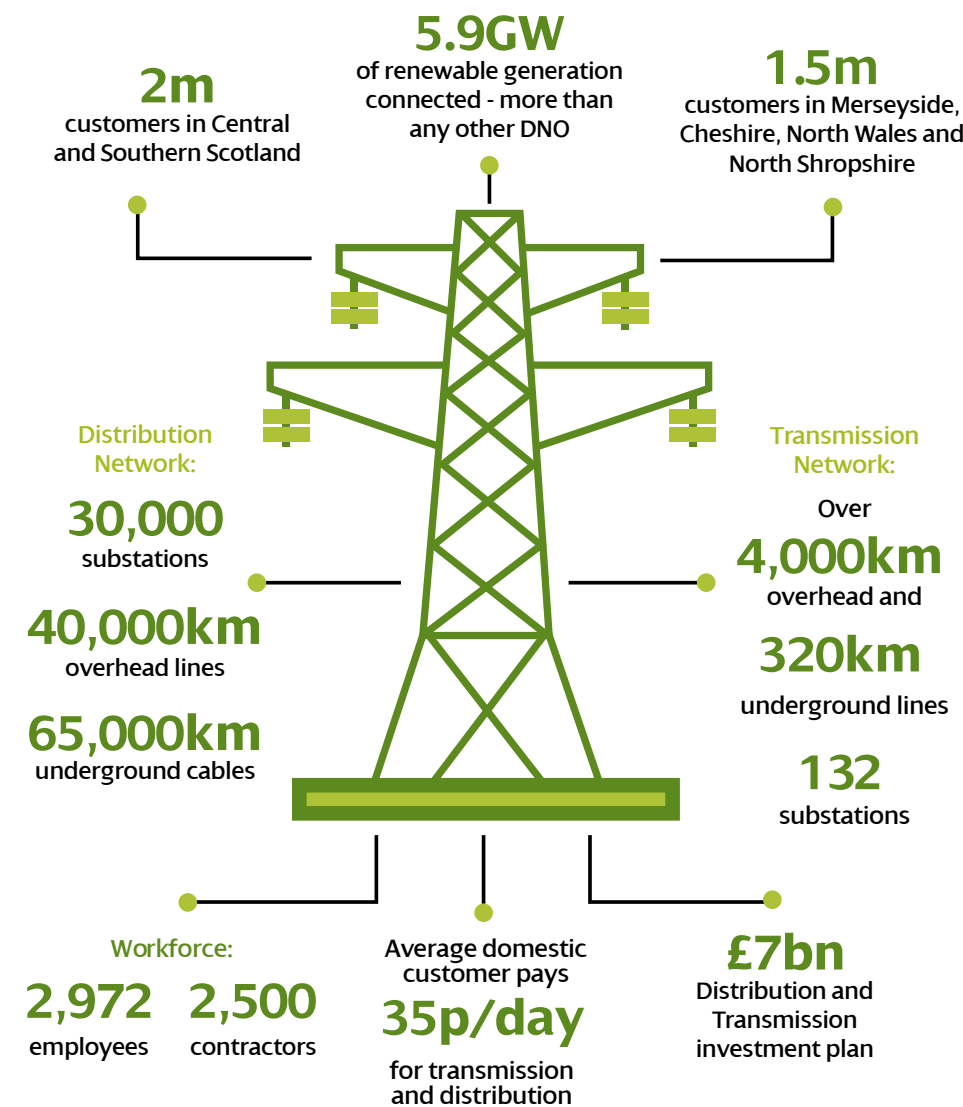
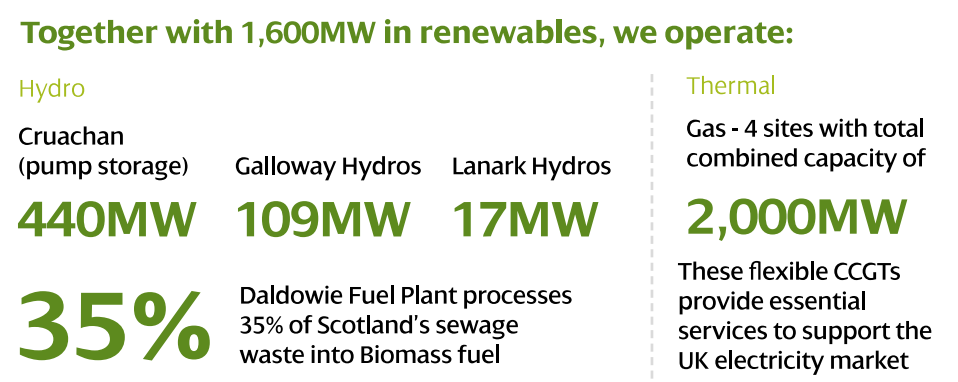
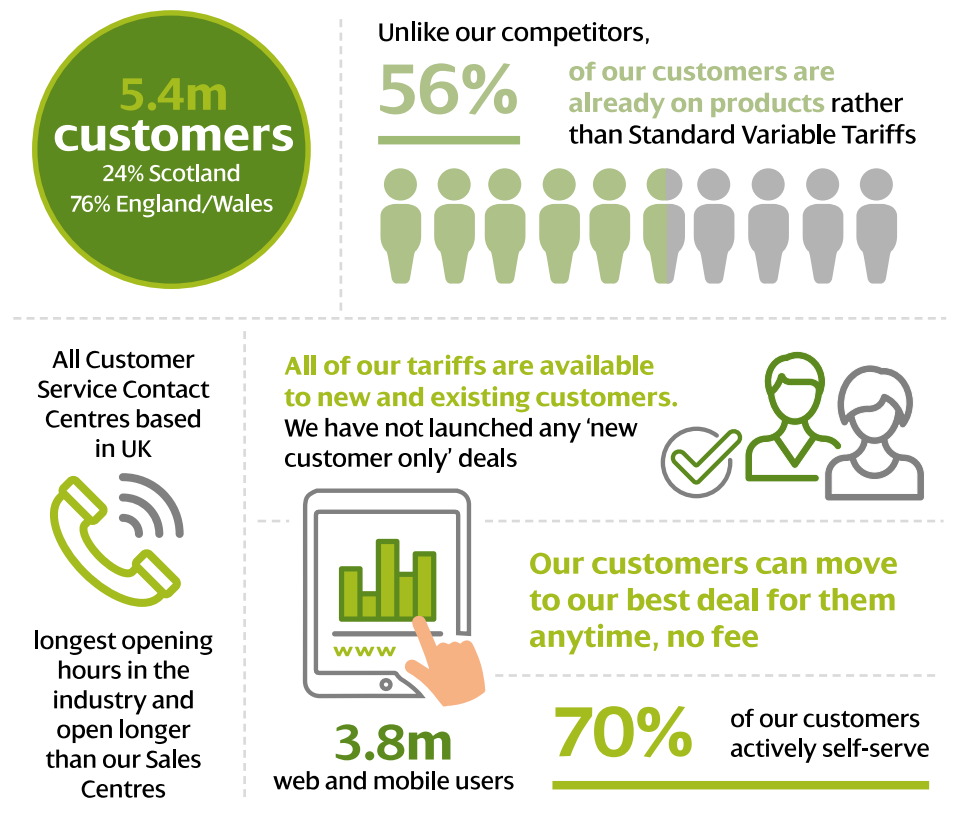


## SP Energy Networks

Working 24/7 to keep your electricity flowing

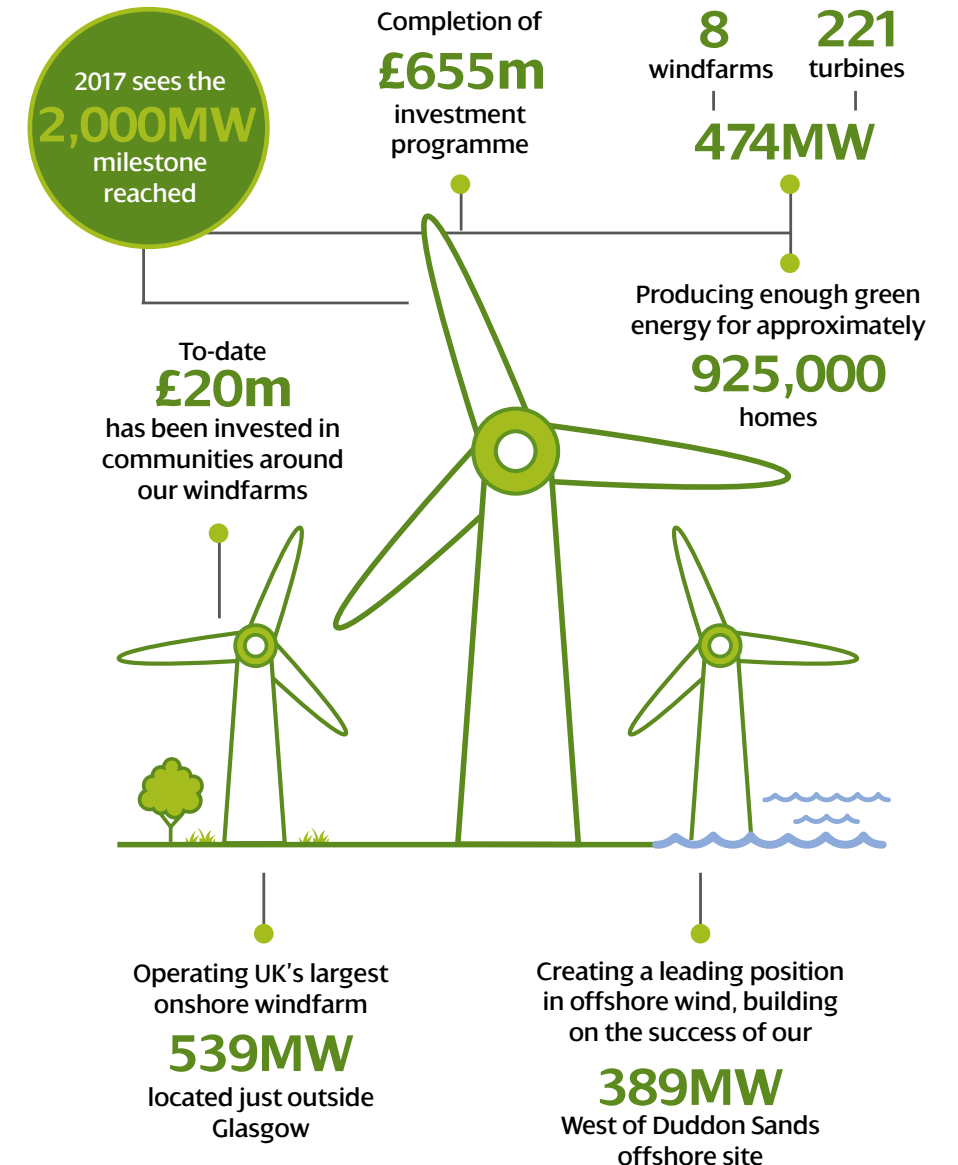


## Retail and Generation



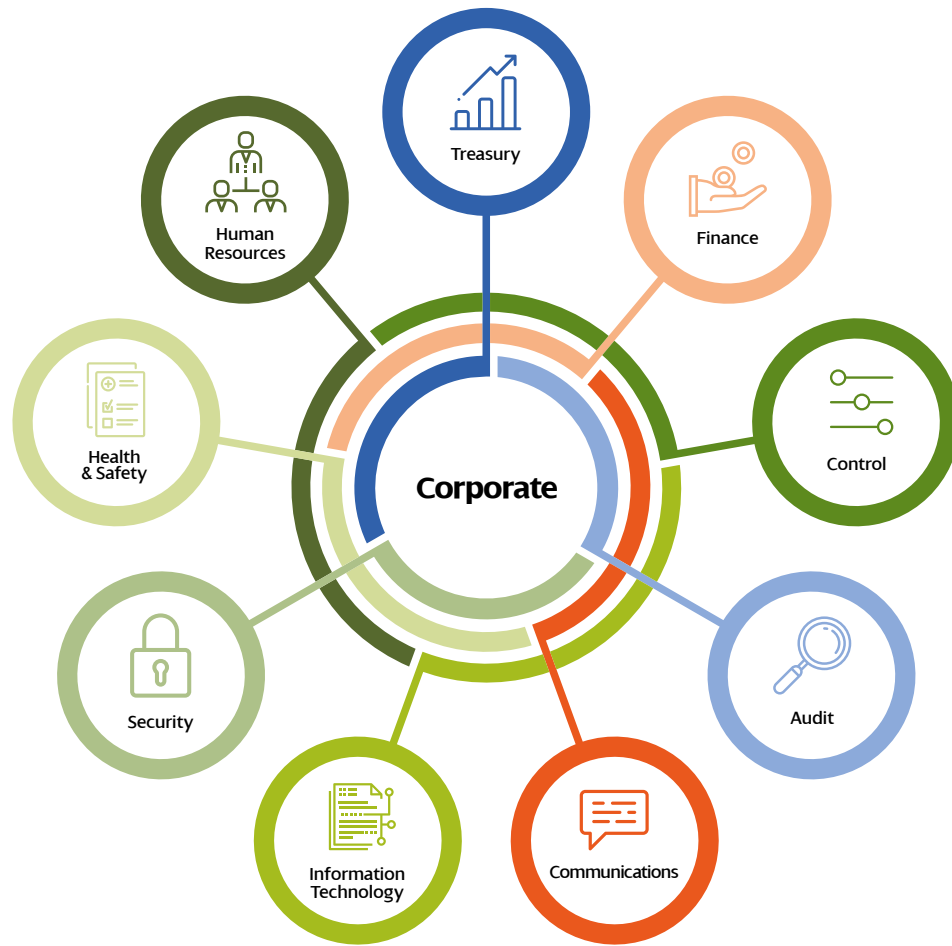
## ScottishPower Renewables

UK's largest onshore windfarm developer



## Corporate

ScottishPower corporate functions act as a centre of excellence, advising the three business areas, and our colleagues worldwide.



## ScottishPower Graduate Opportunities

Become part of our energy future





## About ScottishPower

ScottishPower is part of the Iberdrola Group, a global energy company and world leader in wind energy.

Here at ScottishPower we are focused on playing our part in creating a cleaner, more affordable and more secure energy supply for the UK. We're at the forefront of innovation and involved in major engineering challenges from wind farms and hydro-electric power to offshore wind and gas power stations. We are investing to keep the lights on, cutting the cost of reducing carbon and working efficiently to make sure we treat our customers and communities fairly.

### We're committed to:

- Continuing to be a UK leader in renewable energy solutions
- Helping our customers become more energy efficient
- Being socially aware and engaged in the community
- Helping customers find our best deal for them
- Listening and making improvements to our service



**3**  
OPERATIONAL  
BUSINESSES



EMPLOY MORE THAN  
**6000**  
PEOPLE (SUPPORTING 78,000  
SUPPLY CHAIN JOBS)



PLAN TO INVEST  
**£7bn**  
IN UK TO 2020

Making clean energy  
work for Britain



AWARDED  
**£3.4bn**  
CONTRACTS IN 2016



**62**  
TRAINEES (APPRENTICES  
AND GRADUATES) BEING  
RECRUITED IN 2017



IN TOTAL WE HAVE  
**207**  
TRAINEES CURRENTLY  
IN TRAINING

We are creating  
thousands of jobs  
through our Distribution  
and Renewables  
businesses.

ScottishPower are looking to recruit talented, ambitious, innovative and flexible individuals who have or are expecting to get an Honours Degree at a minimum of 2:2.

Above all you must share our passion for excellence and the ability to collaborate as part of a team to deliver results and positively impact our customers.

If you join us you will enjoy a variety of benefits and rewards:

- Attractive starting salary
- Stakeholder pension scheme
- Generous holiday entitlement
- Subsidised gym facilities
- A range of employee discounts

## Graduate Opportunities 2018

At ScottishPower, we know that our people are our strongest asset so we're always looking for individuals with energy, intelligence and passion to join the ScottishPower Graduate Programme.

At the heart of all business visions and activities are the people whose individual efforts and performance make it happen. We encourage our people to be proud of where they work, to share their ideas and to own their careers at ScottishPower. We promote a safe working environment and push people to shape and progress their careers so that we grow our talent within the company.



We have a number of opportunities available, the common disciplines we recruit are:

- Mechanical and Electrical Engineering
- Quantity Surveying
- IT / Digital
- Finance / Audit
- Marketing
- Business
- Data Science

These opportunities are available at various locations where we operate. Please see our website for more specific details:  
[www.scottishpower.com/graduates](http://www.scottishpower.com/graduates)

### ScottishPower Scholarships

ScottishPower aims to help train a new generation of professionals capable of driving the transformation towards a sustainable energy model through our Scholarship Programmes.

These scholarship opportunities are available at selected universities. Please see our website for more details:  
[www.scottishpower.com/scholarships](http://www.scottishpower.com/scholarships)

## Our Graduate Development Programme

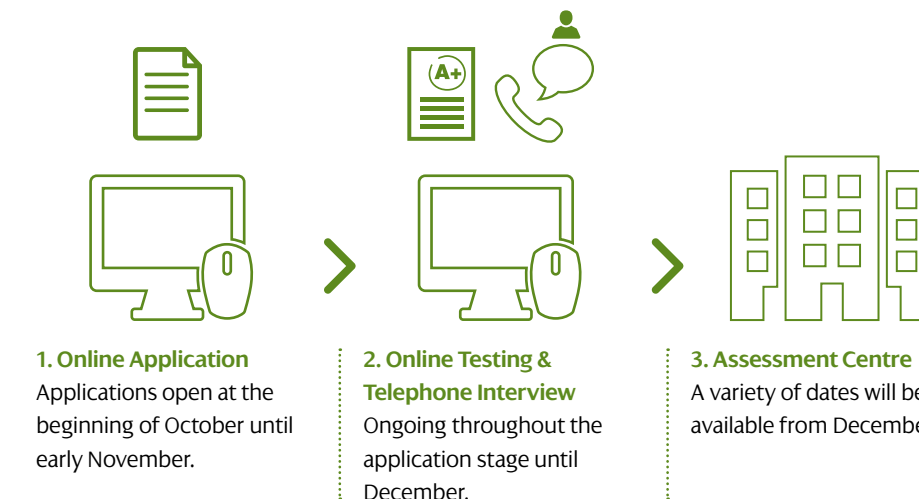
Our graduate programme lasts for 2 years and involves on the job training and a number of different placements giving you exposure to a wide network of colleagues and fellow graduates within ScottishPower.



Your development modules will include a combination of residential and non-residential courses which will develop your skills in:

- Effectively leading, managing and working with others
- Becoming a self-directed learner, capable of securing personal learning from day-to-day experience
- Discovering how ScottishPower operates as an organisation, understanding our internal culture and the commercial environment
- Exploring innovation and how you can affect change

## Graduate Application Process



## Working with our communities

### ScottishPower Foundation

- Established 4 years ago - A separate registered charity supporting communities and charitable work across the UK



Awards an additional **£1.8m** to 26 projects in 2017

### Scholarships

- **Scholarships** will be awarded to both undergraduate and postgraduate students increasing our commitment to developing future leaders in the energy and environment field.

### Cancer Research UK

- **£15m** raised through Cancer Research UK Partnership

### Sponsorship Glasgow Warriors

- **20 schools** and over **800 young people** competed in the 2017 SP Warriors Rugby Championship, a community youth programme in the West of Scotland

### Welsh Rugby

- Supporting rugby in North Wales SP Energy Networks is the proud sponsor of the **Wales U20** side and the Principality Premiership development side, **RGC 1404**

### SP Energy People Trust

- **£14.7m** to 344 projects helping over **1.6m** people

In total, ScottishPower has voluntarily contributed over **£40m** to charitable causes during the last 5 years



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