

Gender Pay Gap Report 2018

Spark

Introduction

Spark was founded on a belief that energy could be simpler for home movers, so we set out to build a company that did just this.

We wouldn't be where we are today without our people driving us forward. We believe that an investment in our people is an investment in the experience we provide to our customers.

Through the Spark Academy, we recruit, nurture and develop the really great people, who provide awesome service for our customers; add value for our partners, create opportunities for employees and deliver solid financial returns for our investors and our Group.

341

Total employees at time of reporting

40%

of our workforce was female at time of reporting

60%

of our workforce was male at time of reporting

What, Why and How?

What is the Gender Pay Gap?

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Why are you publishing your statistics now?

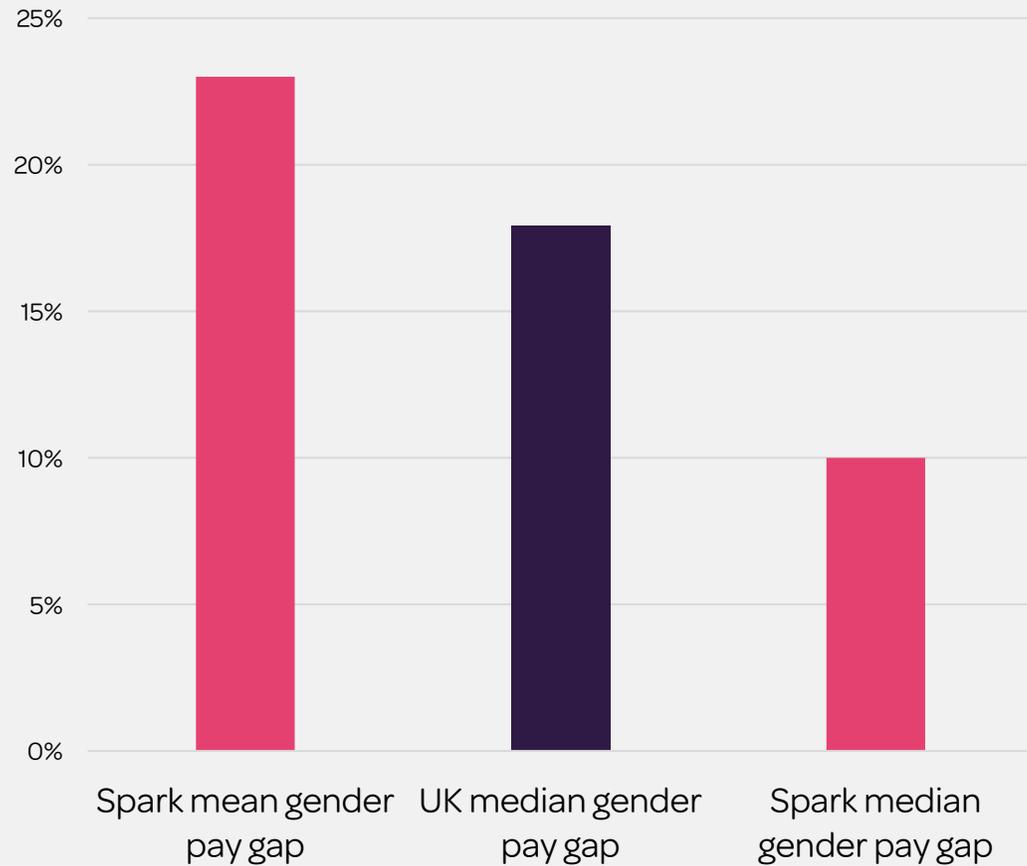
Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gender pay gap.

How is the Gender Pay Gap measured?

There are two ways to measure the gap:

1. Median Pay Gap – this is the difference between the midpoints in the ranges of men's and women's pay
2. Mean Pay Gap – this is difference between the average of men's and women's pay

Spark's Gender Pay Gap



*Source: Office of National Statistics

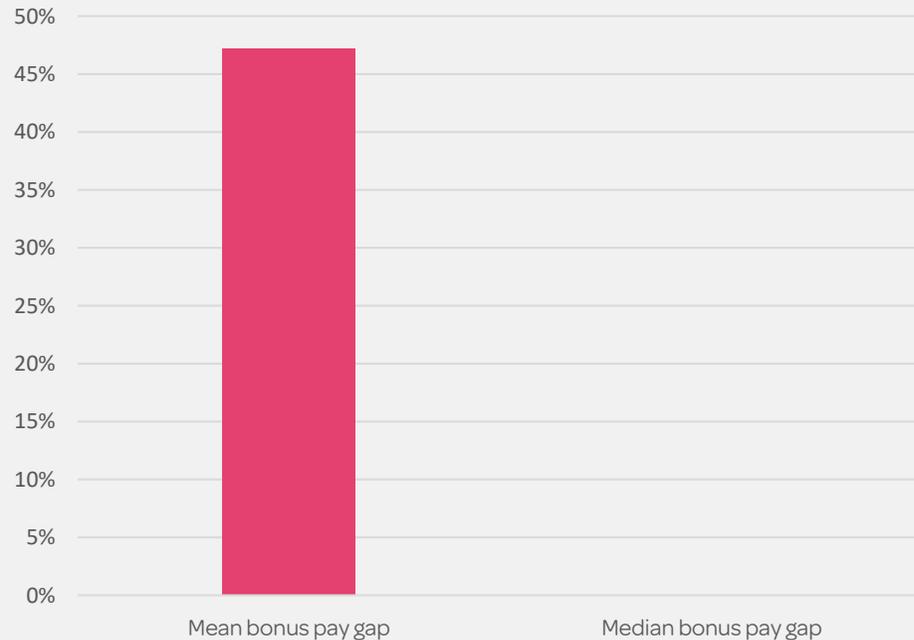
We have a mean gender pay gap of 23% and a median gender pay gap of 10% which is lower than the 17.9% UK median pay gap reported by the Office of National Statistics in 2018*.

We have a greater number of men in the upper pay quartiles, as shown over the page, and this impacts our gender pay gap.

Since the previous reporting period the mean gender pay gap has reduced from 27% to 23% and the median from 16% to 10%. The number of female employees occupying management team positions has increased which has impacted positively on the mean gender pay gap in this report.

The energy industry has traditionally been a male-dominated sector and that is reflected in our gender pay gap. As part of our continued commitment to equal opportunities and development of family friendly policies we expect this to continue to naturally adjust over time.

Spark's Bonus Gender Pay Gap



At a leadership level, we operate performance based pay and bonus awards.

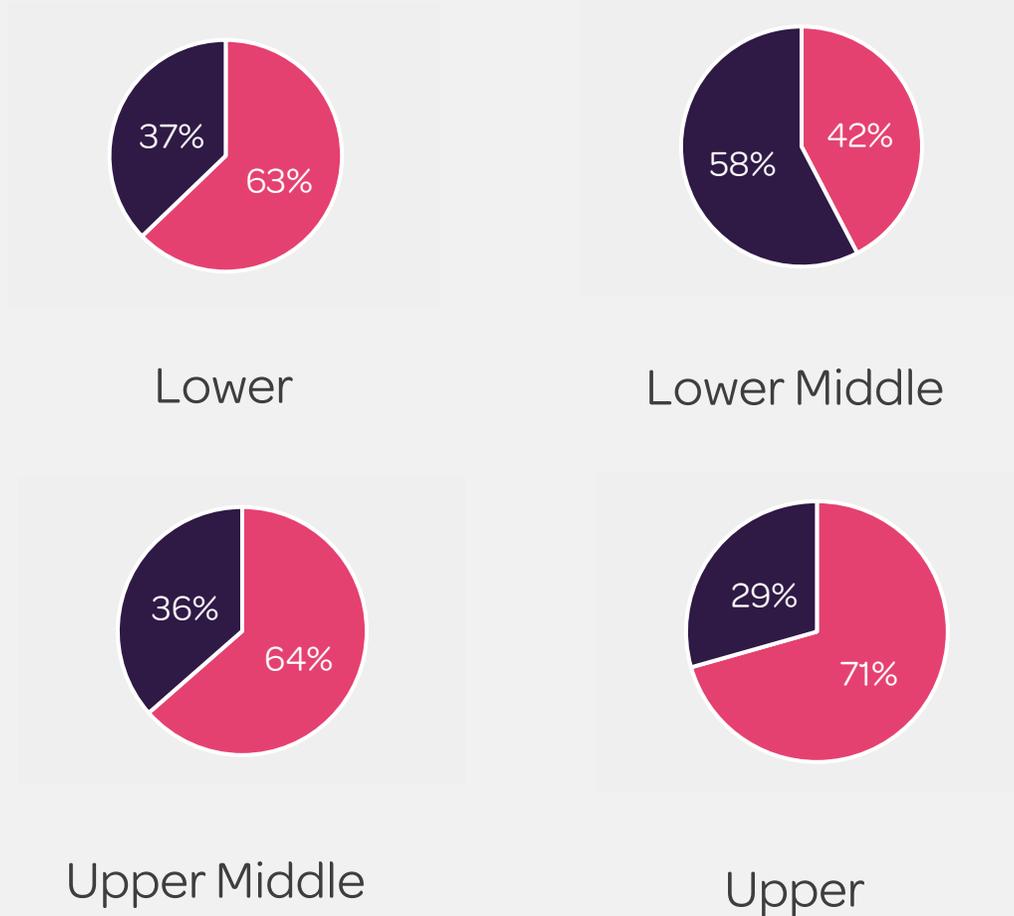
This reporting year our median bonus pay gap has fallen to zero. Our mean bonus pay gap has increased due to the greater number of male employees in upper pay quartiles receiving bonus during the reporting year.

The number of men and women receiving a bonus payment:

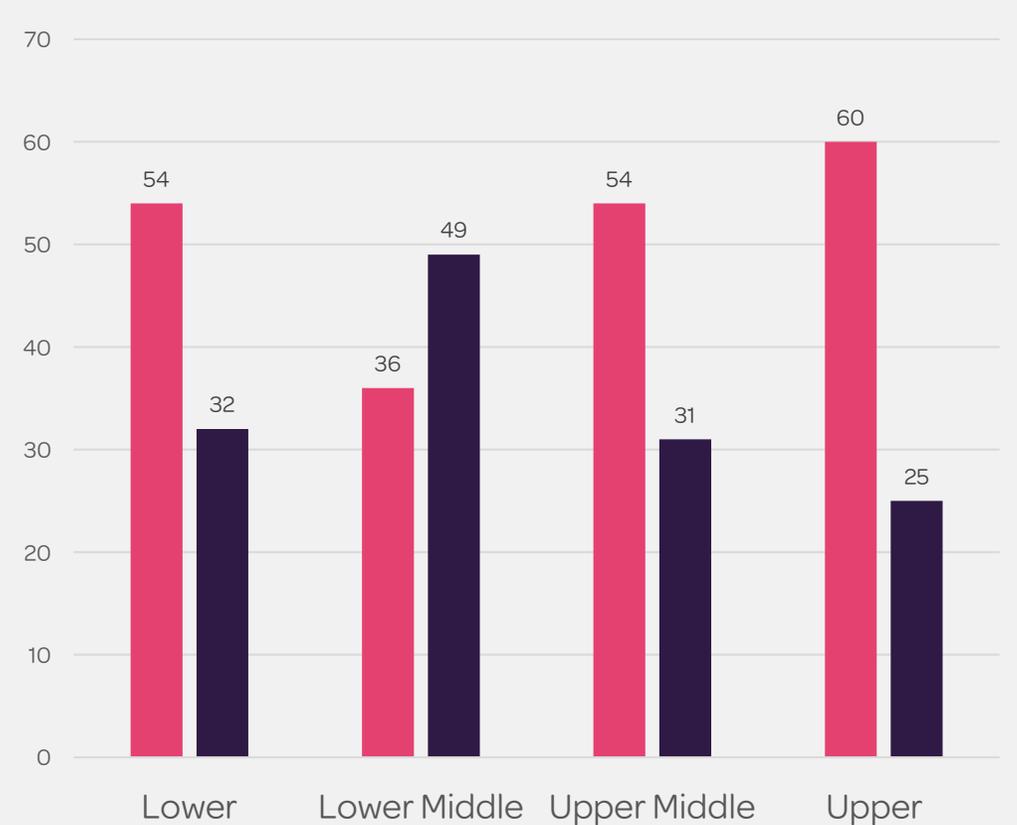
- Women 92.63%
- Male – 88.57%

Spark's Gender Pay Gap

Percentage of men and women in each earning pay quartile



Number of men and women in each earning pay quartile



Women / Men

Our plan

Equal Opportunities

We passionately believe in equal opportunities at Spark and we will continue to promote equal opportunities and pay through all our recruitment practices, ensuring that we select the right person for the job. That is how we've been successful to date and it is how we'll ensure our continued success.

Family friendly policies

At Spark, we're one big family. That's why we've been busy developing and promoting family friendly policies to help us to retain our existing staff and ensure the widest possible spread of applicants.

Career Development

We've continued to make significant investments in our training and development through the Spark Academy - our own in-house resource. This supports all staff in their professional development. We'll continue to assess performance and ensure fair and consistent practices which support the development of all staff.

All staff were trained in Spark's Mission, Vision and Values and Behaviours which are at the heart of our business decisions.

Our in house training team has delivered c**11,750** hours of face-to-face training since Jan 2017

I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read "John Hawkins", enclosed within a hand-drawn, irregular rectangular border.

John Hawkins
Director of People and Culture

Spark