

Gender Pay Gap Report 2017

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.

304 Total employees at time of reporting

41% of our workforce was female at time of reporting

59% 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?

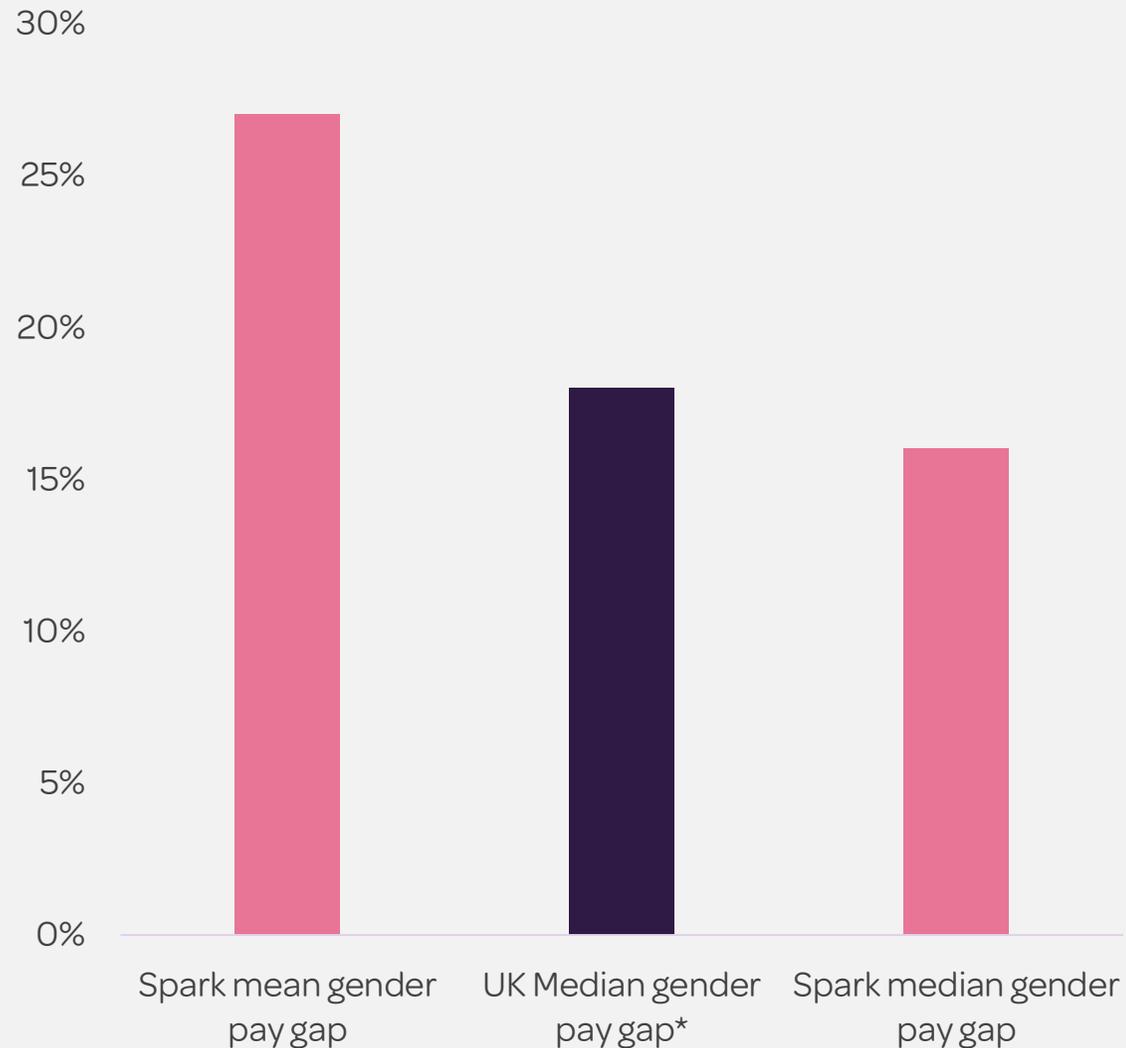
Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gender pay gap.

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

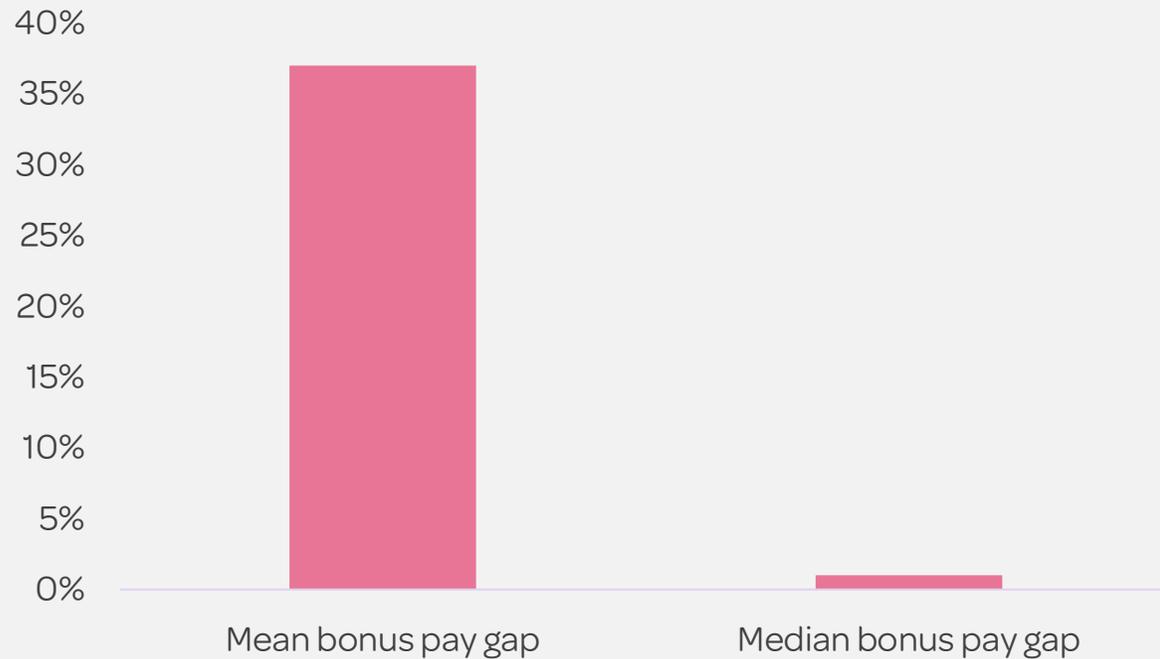
We have a mean gender pay gap of 26.7% and a median gender pay gap of 15.9% which is slightly lower than the 18% UK median pay gap reported by the Office of National Statistics in 2017*.

We have a greater number of men in the upper pay quartiles, as shown over the page, and this impacts our gender pay gap. For example, if our two most senior positions were held by females and not males this would reduce the median gender pay gap to 14%.

Since the reporting period the number of female employees occupying management team positions has risen fivefold which will significantly reduced the mean gender pay gap in our next 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 naturally adjust over time.

Spark's Gender Pay Gap



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

Currently, within the senior bonus structure there are 10 male employees and one female employee. The result is a skewed picture. However, since the reporting period the number of female employees occupying management team positions has risen fivefold which will significantly reduced the mean bonus gap.

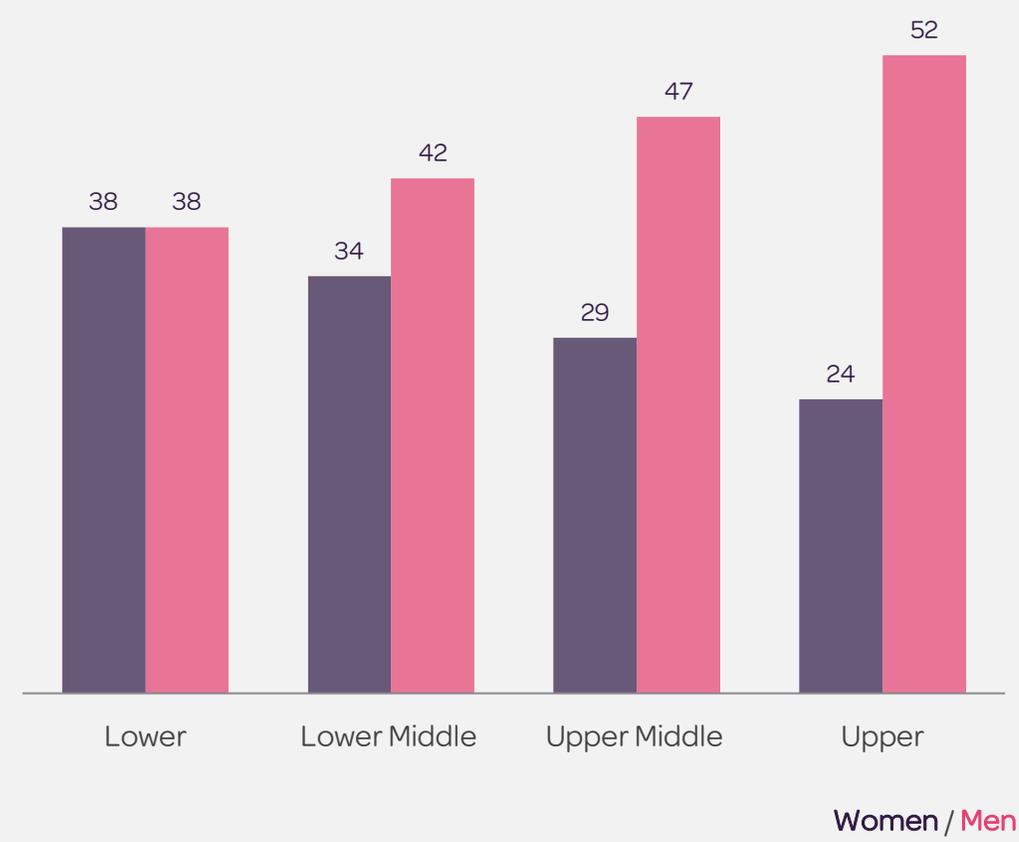
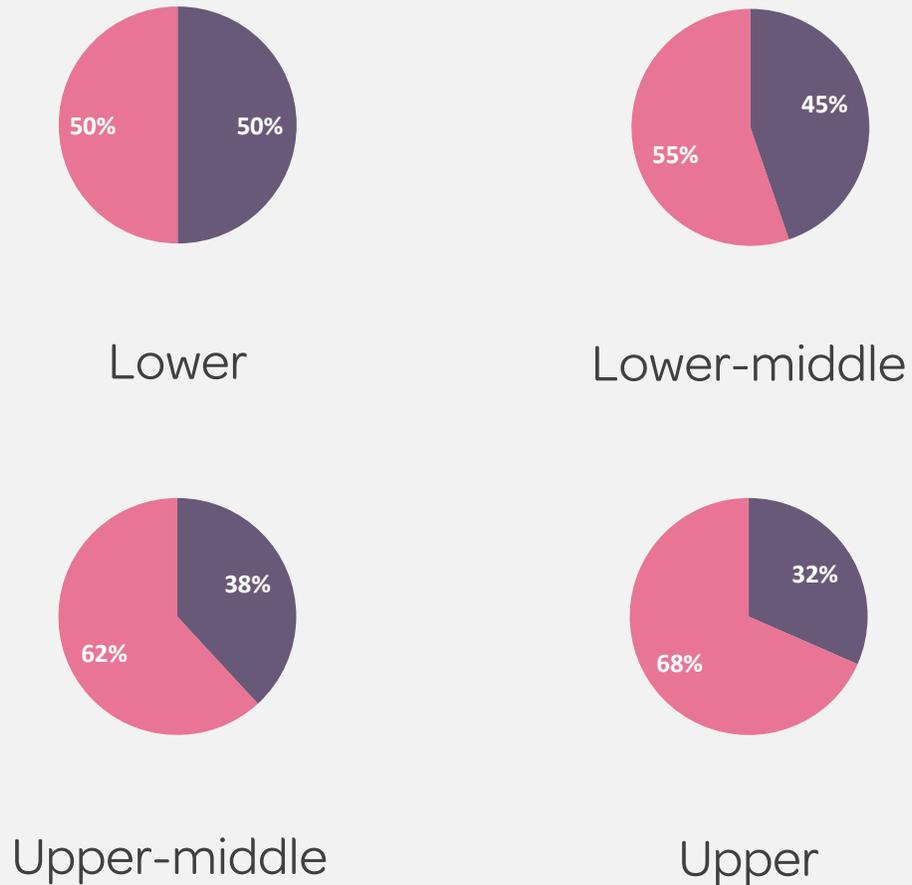
The number of men and women receiving a bonus payment:

- Women – 98.7%
- Male – 98%

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



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 made significant investments in our training and development recently, opening the Spark Academy as 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.

At the time of publication, our Management Team has a gender split of **55% Men / 45% Women**

All staff being trained in Spark's **new** Mission, Vision and Values **which are at the heart of our business decisions**

Our in house training academy has delivered **5,550** 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