



GENDER PAY REPORT – APRIL 2020

PORT OF TILBURY LONDON LIMITED – WRITTEN STATEMENT

PAY

- > Difference in mean pay between male and female employees: 17.10%
- > Difference in median pay between male and female employees: 11.50%

BONUS PAY

- > Difference in mean bonus pay between male and female employees: 50.35%
- > Difference in median bonus pay between male and female employees: 0%
- > The proportion of male and female employees who receive bonus pay:
 - The number of employees is: 631
 - 97.10% of females received a bonus
 - 96.44% of males received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	94.94%	5.06%
Upper Middle Quartile	90.51%	9.49%
Lower Middle Quartile	93.68%	6.32%
Lower Quartile	77.22%	22.78%