

GENDER PAY REPORT – APRIL 2017

PORT OF TILBURY LONDON LIMITED

PAY

>Difference in mean pay between male and female employees: 18.6%

>Difference in median pay between male and female employees: 11.9%

BONUS PAY

>Difference in mean bonus pay between male and female employees: 65%

>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: 653
- 91.9% of males received a bonus
- 95.2% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	96.9%	3.1%
Upper Middle Quartile	90.2%	9.8%
Lower Middle Quartile	89.6%	10.4%
Lower Quartile	81.6%	18.4%