



GENDER PAY REPORT – APRIL 2018

PORT OF TILBURY LONDON LIMITED – WRITTEN STATEMENT

PAY

> Difference in mean pay between male and female employees: 17.78% (18.6% in 2017)
 > Difference in median pay between male and female employees: 16.55% (11.9% in 2017)

BONUS PAY

> Difference in mean bonus pay between male and female employees: 65% (no change)
 > Difference in median bonus pay between male and female employees: 0% (no change)
 > The proportion of male and female employees who receive bonus pay:

- The number of employees is: 640
- 98.4% of males received a bonus
- 95.5% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	95.5%	4.5%
Upper Middle Quartile	89.7%	10.3%
Lower Middle Quartile	94.1%	5.9%
Lower Quartile	85.2%	14.8%