



GENDER PAY REPORT – APRIL 2019

**PORT OF TILBURY LONDON LIMITED – WRITTEN STATEMENT**

**PAY**

> Difference in mean pay between male and female employees: 19.04%

> Difference in median pay between male and female employees: 15.35%

**BONUS PAY**

> Difference in mean bonus pay between male and female employees: 56%

> 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: 649
- 95.2% of males received a bonus
- 95.7% of females received a bonus

**SALARY QUANTILES**

Employees by Pay Quartile	Male	Female
Upper Quartile	95.1%	4.9%
Upper Middle Quartile	90.7%	9.3%
Lower Middle Quartile	95.0%	5.0%
Lower Quartile	75.3%	24.7%