



GENDER PAY REPORT – APRIL 2021

**PORT OF TILBURY LONDON LIMITED – WRITTEN STATEMENT APRIL 2021**

**PAY**

- > Difference in mean pay between male and female employees: 18.26%
- > Difference in median pay between male and female employees: 11.02%

**BONUS PAY**

- > Difference in mean bonus pay between male and female employees: 38.58%
- > 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: 622
  - 97.18% of females received a bonus
  - 96.43% of males received a bonus

**SALARY QUANTILES**

Employees by Pay Quartile	Male	Female
Upper Quartile	95.52%	4.48%
Upper Middle Quartile	89.80%	10.2%
Lower Middle Quartile	93.59%	6.41%
Lower Quartile	76.65%	23.35%