



GENDER PAY REPORT – APRIL 2022

PORT OF TILBURY LONDON LIMITED – WRITTEN STATEMENT APRIL 2022

PAY

> Difference in mean pay between male and female employees: 16.89%

> Difference in median pay between male and female employees: 11.97%

BONUS PAY

> Difference in mean bonus pay between male and female employees: 36.22%

> 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: 666
- 87.18% of males received a bonus
- 84.93% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	95.21%	4.79%
Upper Middle Quartile	91.02%	8.98%
Lower Middle Quartile	92.17%	7.83%
Lower Quartile	77.71%	22.29%