

Gender Pay Gap Report

This report presents our gender pay gap as measured under statutory reporting which is based on data from 5 April 2017. The result is based on the result of a total of 453 shore side employees where 143 are identified as female employees employed by Stena Line Limited.

The results show challenges that are not unique to Stena Line given the sector in which the company is operating. Due to the nature of our employment model, viewing gender pay under this calculation, gives an unhelpful representation of the results, where we have a mix of specialisms. However, identifying the results enables the company to work hard at changing gender bias where it exists.

Pay

Women's mean hourly rate is 19,8 % lower than men's

In other words when comparing mean hourly rates, women earn 80p for every £1 that men earn.

Women's median hourly rate is 18,6% lower than men's

In other words when comparing median hourly rates, women earn 81p for every £1 that men earn.

Employees by pay quartile

Female  Male 

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



Bonus

Percentage of employees who received bonus pay

Male 7,4 %

Female 7,0 %

Differences in bonus pay

Women's mean bonus pay is 71,5% lower than men's

Women's median bonus pay is 55% lower than men's

Closing remarks

Stena Line Limited does not employ all individuals working within Stena Line Group and so results do not fully demonstrate the true picture of the business. Stena Line is under a transformation journey, focusing on its culture, behaviors and values, placing the highest importance on the employee experience, which includes how we hire, reward and recognize employees without discrimination or bias as we strive to be the employer of choice within shipping.

I confirm that the data reported is accurate.



Håkan Sigvardsson

Head of Compensations & Benefits

Stena Line Group