

Gender Pay Gap Report

This report presents our gender pay gap as measured according to the statutory reporting requirements which is based on data from 5 April 2018. The result is based on a total of 475 employees where 166 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 and correcting any pay equality issues (This statutory report does not show equal pay disparity for employees of different gender in the same role).

Pay

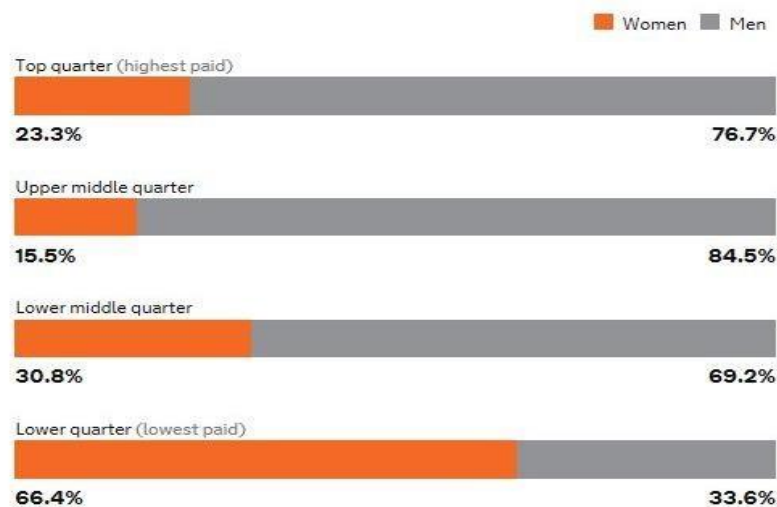
Women's mean hourly rate is 21.0% lower than men's

In other words when comparing mean hourly rates, women earn 79p for every £1 that men earn.

Women's median hourly rate is 20.7% lower than men's

In other words when comparing median hourly rates, women earn 79p for every £1 that men earn.

Employees by pay quartile



Bonus

Percentage of employees who received bonus pay (Pay award bonus):

| | |
|-------|-------|
| Men | 91.5% |
| Women | 84.9% |

Differences in bonus pay

Women's mean bonus is 68.4% lower than men's

Women's median bonus is the same as 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. This report also does not show the work that Stena Line has undertaken with regards to pay and wage equality for employees fulfilling the same role on a group level. It also does not show the percentage of managers among the 475 reporting employees.

Stena Line has rolled out initiatives across our entire group, focusing on its culture, behaviours and values, placing the highest importance on the employee experience to ensure we recruit, retain, reward and develop our people; including how we recognise employees without discrimination or bias as we strive to be the employer of choice within shipping. Stena Line is leading the way with participation in the UK Chamber of shipping's "Women in Maritime" programme to ensure we attract and retain diversity within our sector at all levels of the organization; more broadly these activities go beyond ensuring simply gender diversity.

In 2019 Stena Line Group will introduce a Compensation and Benefit Committee, whilst not a requirement for privately owned companies, Stena Line recognises the importance of having a defined and fair remuneration strategy and model across the Group. More information is available on www.stenaline.com

I confirm that the data reported is accurate.

Håkan Sigvardsson

Head of Compensations & Benefits
Stena Line Group