

Gender Pay Gap Report

This report presents our gender pay gap as measured under statutory reporting which is based on data from **5 April 2020**. The result is based on the result of a total of 495 shore side employees where 155 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, Stena Line has a strict pay structure. People in like for like jobs have equal pay. Identifying the results enables the company to work hard at changing gender bias where it exists and also correcting any pay equality issues.

Pay

Women's mean hourly rate is 23.9% lower than men's.

In other words when comparing mean hourly rates, women earn 76p for every £1 that men earn.

Women's median hourly rate is 19.5% lower than men's

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

Employees by pay quartile

	Women	Men
Upper hourly pay quarter (highest paid)	22.6%	77.4%
Upper middle hourly pay quarter	13.8%	86.2%
Lower middle hourly pay quarter	27.4%	72.6%
Lower hourly pay quarter (lowest paid)	61.3%	38.7%

Bonus

Percentage of employees who received bonus pay

Men	5.9%
Women	1.3%

Differences in bonus pay

Women's median bonus is 21.6 higher than men's.

Women's mean bonus is 49.1% 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
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Stena Line Group