



Gender Pay Gap Report – Stena Line Ltd

This report presents our gender pay gap as measured under statutory reporting which is based on data from 5 April 2022. The result is based on the result of a total of 705 shore side employees where 220 are identified as female employees employed by Stena Line Limited.

Pay

Women's mean hourly rate is 16% lower than men's.

In other words when comparing mean hourly rates, women earn 84p for every £1 that men earn.

Women's median hourly rate is 16.8% lower than men's.

In other words when comparing median hourly rates, women earn 83p for every £1 that men earn.

Employees by pay quartile

	Women	Men
Upper hourly pay quarter (highest paid)	21.0%	79.0%
Upper middle hourly pay quarter	18.6%	81.4%
Lower middle hourly pay quarter	31.8%	68.2%
Lower hourly pay quarter (lowest paid)	53.4%	46.6%

Bonus

Percentage of employees who received bonus pay

Women 6.8%

Men 7.6%

Differences in bonus pay women's median bonus is 40.2% lower than men's.

Women's mean bonus is 61% lower than men's.

I confirm that the data reported is accurate

Håkan Sigvardsson

Group Head of Compensations & Benefits
Stena Line Group