



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 2023. The result is based on the result of a total of 720 shore side employees where 218 are identified as female employees employed by Stena Line Limited.

Pay

Women's mean hourly rate is 14.2% lower than men's.

In other words when comparing mean hourly rates, women earn 86p for every £1 that men earn.

Women's median hourly rate is 16.6% 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)	21.1%	78.9%
Upper middle hourly pay quarter	21.1%	78.9%
Lower middle hourly pay quarter	25.6%	74.4%
Lower hourly pay quarter (lowest paid)	53.3%	46.7%

Bonus

Percentage of employees who received bonus pay

Women 4.6%

Men 5.6%

Differences in bonus pay Women's median bonus is 26.3% lower than men's.

Women's mean bonus is 23.4% lower than men's.

I confirm that the data reported is accurate

Håkan Sigvardsson

Group Head of Compensations & Benefits
Stena Line Group