



## 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 2024. The result is based on the result of a total of 776 shore side employees where 241 are identified as female employees employed by Stena Line Limited.

### Pay

Women's mean hourly rate is 7.09% lower than men's.

In other words when comparing mean hourly rates, women earn 93p for every £1 that men earn.

Women's median hourly rate is 4.64% higher than men's.

In other words when comparing median hourly rates, women earn 105p for every £1 that men earn.

### Employees by pay quartile

	Women	Men
Upper hourly pay quarter (highest paid)	23.7%	76.3%
Upper middle hourly pay quarter	44.3%	55.7%
Lower middle hourly pay quarter	54.1%	45.9%
Lower hourly pay quarter (lowest paid)	2.06%	97.94%

### Bonus

Percentage of employees who received bonus pay

Men 5.04%

Women 4.67%

Differences in bonus pay Women's median bonus is 20.04% lower than men's.

Women's mean bonus is 28.69% lower than men's.

**I confirm that the data reported is accurate**

Håkan Sigvardsson

Group Head of Compensation & Payroll Operations

Stena Line Group

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