



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 2025. The result is based on the result of a total of 785 shore side employees where 251 are identified as female employees employed by Stena Line Limited.

Pay

Women's mean hourly rate is 16.6% 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 20.01% 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)	23.15%	76.85%
Upper middle hourly pay quarter	18.41%	81.59%
Lower middle hourly pay quarter	35.32%	64.68%
Lower hourly pay quarter (lowest paid)	50.00%	50.00%

Bonus

Percentage of employees who received bonus pay

Men 0.005%

Women 0.00%

Differences in bonus pay Women's median bonus is 100.00% lower than men's.

Women's mean bonus is 100.00% lower than men's.

I confirm that the data reported is accurate

David Tinkler
Head of People UK
Stena Line Group



Gender Pay Gap Commentary

"Over the next 12 months, we will focus our efforts on the areas of the business where the gender pay gap is most pronounced, particularly managerial and other non-bargained roles. As most operational roles are covered by collectively bargained pay arrangements, our priority is to improve the representation of women in higher paid positions rather than address pay rates in equivalent roles.

In a heavily operational maritime business, we also recognise the wider challenge of attracting more women into the sector. We will therefore strengthen recruitment, succession planning and development for women into leadership and specialist roles, review hiring, promotion and bonus outcomes to ensure decisions are fair and consistent and monitor progress through the year so that we can target further action where it will have the greatest impact.

Notes:

Bonus paid late and outside of GPG scope, so data is not like for like in the year.

Although number of Females has increased split shows that more females have moved into the lower quarters.

Similar split in top quartile but now a reduction in Quartile 3 and increase in Quartile 1. Therefore, less female presence in higher paying jobs.

This change in the quartile split is shown in the change in Mean and Median which have swung heavily in favour of Men compared to 2023-24"