

Enterprise Rent-A-Car UK Ltd. Gender Pay Gap Report 2023-2024

Introduction

At Enterprise Rent-A-Car UK Ltd., we are striving to build an inclusive workplace where everyone has equal opportunities to progress their career. Gender pay gap reporting is an opportunity for us to examine practices and work towards being more gender-balanced.

The gender pay gap and pay equity are distinct measures. In general, pay equity concerns fair payment of similarly-situated individuals of all characteristics and backgrounds within the same job type. Whereas this gender pay gap report, which is required by the government, compares the earnings of men and women using company-wide averages, without taking job roles or responsibilities into account.

Employee retention is important to the organisation, and Enterprise Rent-A-Car UK Ltd. supports employee development by promoting from within the business whenever practicable. As an organisation, we acknowledge that this approach to employee development, coupled with our historical demographics of recruitment has influenced the data provided in this report.

2023 Gender Pay Gap Data

Enterprise Rent-A-Car UK Ltd. works with a third-party consultancy to build and run statistical models to assess differences in compensation based on gender. We've provided data to this third-party for all our UK-based colleagues for the year to 5th April 2023 and considered all relevant earnings for those employees in the preceding 12 months.

The methodology for collecting gender pay gap data involved analysing the pay of full-time, part-time, and temporary employees in accordance with government requirements.

Statistic	2022	2023
Median pay gap	7.8%	6.0%
Mean pay gap	26.1%	30.1%
Percent receiving bonus	Men 76.3% Women 69.2%	Men 75.7% Women 70.3%
Mean bonus pay gap	49.5%	56.1%
Median bonus pay gap	38.1%	40.7%
Pay Quartile - Upper	Men 73% Women 27.0%	Men 71.5% Women 28.5%
Pay Quartile - Upper Middle	Men 65.7% Women 34.3%	Men 67.6% Women 32.4%
Pay Quartile - Lower Middle	Men 63% Women 37.0%	Men 63.3% Women 36.7%
Pay Quartile - Lower	Men 60.6% Women 39.4%	Men 63.8% Women 36.2%

(Figures as of 5 April 2023)

Forward Focus and Outcomes from 2022

- During this reporting period, our promotion of women within the business reduced the median pay gap for women by 1.8%.
- The percentage gap between the number of men and women receiving a bonus decreased from 2022 to 2023.
- The pay distribution between men and women in the upper quartile – the most senior group of employees – improved by 1.5%.

Enterprise Rent-A-Car UK Ltd. recognises the importance of ensuring that there is an appropriate gender balance across all levels of the business, by strengthening policies, practices and initiatives that support increasing the number of women in management roles.

Significantly, Enterprise Rent-A-Car UK Ltd. has:

- Achieved a 33% hire rate for women in professional roles in the reporting period, including in the organisation's renowned Management Training Programme;
- Increased the number of women in Branch Manager positions in the period;
- Placed further emphasis on women's career development and supported the progression of women into management roles by:
- Creating flexible working policies to support working parents, enabling hybrid and home working roles to provide flexibility for all UK employees;
- Continuing to run a Women in Rental Leadership Development Programme to help more women progress in their careers;
- Developing internal mentoring, sponsorship, and networking opportunities for women employed in many areas of the organisation;
- Providing more opportunities for women to develop and lead with more than 60 events championing gender inclusion across the country in Fiscal Year 2023 (August 1, 2022 to July 31, 2023).

Enterprise Rent-A-Car UK Ltd. Is committed to maintaining a fair and equitable workplace for all employees, and supports the UK's country-wide commitment to equality and transparency.