

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. Pay equity concerns fair payment of individuals of all genders and backgrounds within the same job type. Whereas the gender pay gap compares the earnings of men and women using company-wide averages, without taking job roles or responsibilities into account.

At Enterprise Rent-A-Car UK Ltd., we experience a gender pay gap that is influenced by factors such as the proportion of men and women in senior positions, as well as the retirement or relocation of senior women from the UK business.

Employee retention is important to the organisation, and Enterprise Rent-A-Car UK Ltd. has a strong culture of supporting employee development by promoting from within the business whenever practicable. As an organisation, we acknowledge that this 'promote from within' culture has resulted in more men in senior, highly paid positions due to a historical over-representation of men within the organisation.

2023 Gender Pay Gap Data

Enterprise Rent-A-Car UK Ltd. works with an independent third-party consultancy to build and run statistical models to assess differences in total compensation based on gender. We've provided data to that independent organisation 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 guidelines. This means categorising them into quartiles based on their pay rate and calculating the mean and median pay gap between men and women for each quartile, including bonuses.

The data and analysis showed a gap in the average earnings of our employees as indicated below.

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	59.5%	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%	Men 67.6%

	Women 34.3%	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

- During this reporting period, we had identified some areas of improvement in our pay gap, including more promotions of women within the business, which has 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 closing the gender pay gap to help ensure that there is gender balance across all levels of the business, by strengthening policies, practices and initiatives that promote Diversity, Equity and Inclusion (DEI) and by providing support to increase the number of women in management roles to mitigate gender pay gaps.

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).

Addressing the gender pay gap is an important part of creating a fair and equitable workplace for all employees, and Enterprise-Rent-A-Car UK Ltd. supports the UK's country-wide commitment to equality and transparency.