

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

Introduction

At Enterprise Rent-A-Car UK Ltd., we are striving to build a workplace where everyone has opportunities to progress their career. This 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 fostering a promote-from-within culture.

2024 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 have provided data that considers relevant earnings for all UK-based employees, based on the UK government's methodology. The below results are based on a snapshot date of 5 April 2024.

Statistic	2023	2024
Hourly Pay Gap – Median	6.0%	4.1%
Hourly Pay Gap – Mean	30.1%	25.1%
Receiving Bonus	Men 75.7% Women 70.3%	Men 76.7% Women 70.7%
Bonus Pay Gap - Mean	56.1%	59.0%
Bonus Pay Gap - Median	40.7%	44.2%
Pay Quartile - Upper	Men 71.5% Women 28.5%	Men 70.7% Women 29.3%
Pay Quartile - Upper Middle	Men 67.6% Women 32.4%	Men 66.2% Women 33.8%
Pay Quartile - Lower Middle	Men 63.3% Women 36.7%	Men 63.1% Women 36.9%
Pay Quartile - Lower	Men 63.8% Women 36.2%	Men 62.3% Women 37.7%

I confirm the data reported is accurate.



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