

2022

Enterprise Rent-A-Car

# Gender Pay Gap Report



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# Summary

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At Enterprise, we're committed to building an inclusive workplace where everyone has equal opportunities to progress their career.

This is our sixth gender pay gap report in line with the UK government's reporting legislation.

Gender pay gap reporting is an opportunity for us to examine our internal practices to achieve a more equitable and gender-balanced workforce.

As we continue to make strides in gender equality, our focus remains on creating an inclusive and supportive culture where all employees feel heard, valued, and empowered to achieve their full potential.

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**Our inclusion as one of the Times Top 50 Employers for Women for 18 consecutive years shows our longstanding commitment to cultivating a diverse and gender balanced workforce.**

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**Ryan Johnson**  
UK & Ireland Managing Director  
Enterprise Rent-A-Car



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# Daily Rental Pay Gap

Daily rental is the largest area of our business. The Management Training Programme provides most employees with the progression journey underpinned by our promote-from-within culture.



## Median



The median hourly pay gap within daily rental is -3.4%.



## Mean



The mean hourly pay gap within daily rental is 13.9%.

# Gender Pay



Median GPG 7.8%



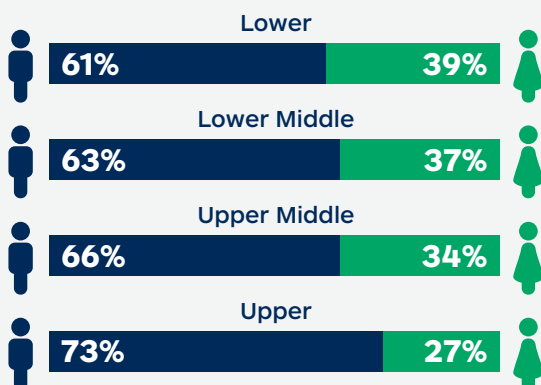
The median is the **middle earning** male and female employee. It is less likely to be skewed by high or low extremes.

Mean GPG 26.1%



The mean is the **average** hourly pay for all male and female employees.

## Male & Female Employees by Quartile\*



\*Each quartile represents an equal number of employees in the lower, lower middle, upper middle or upper salary bands. The graphic above illustrates the promotion of males to females in each one.

## Our Bonuses



The Median bonus pay gap: **2022** → **38.1%**

The Mean bonus pay gap: **2022** → **49.5%**

# Our Journey

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**Enterprise is committed to building a business where everyone is included, heard, and has equitable opportunities to succeed.**

As our business has grown and evolved, we have doubled down on measures to create an inclusive and supportive environment where women can develop exciting and thriving careers.

**Our focus on leading by listening has shaped our long-term strategy and investment to achieve gender balance and build a more diverse and inclusive culture:**

- ✔ A dedicated Chief Diversity Officer to drive the global diversity strategy
- ✔ Creation of a DE&I global council to provide strategic direction and integration across operations, strategies, mission and objectives
- ✔ Localised initiatives and employee resource groups (ERGs), including Women in Leadership committees, the Enterprising Women Board and the Women Initiative Network
- ✔ A reverse mentoring programme that helps senior leaders to develop better listening skills, especially with their diverse teams



- ✔ The expansion of DRIVE – our employee-led gender diversity platform – into a thriving online hub for career advice, inspiration and best practice
- ✔ A package of coaching and personal development programmes through specialists at Talking Talent to provide support during key life stages including maternity, shared parental and adoption leaves and returning to work
- ✔ Collaborating with partner organisations and external specialists like Business in the Community to gain invaluable expertise and improve responsible business practices
- ✔ A wellness programme to destigmatise menstrual and menopausal health in the workplace led by a gynaecology nurse practitioner and menopause specialist
- ✔ Enhanced flexible working and alternative work arrangements
- ✔ Female mentoring programmes aimed at career progression and leadership development
- ✔ Café Stop, an online meeting place where people working remotely can make vital connections with others from different parts of the business
- ✔ A diversity dashboard to enable team leaders to better understand the diversity metrics and measures of their teams benchmarked against the overall business
- ✔ DEI questions are now a part of all manager interviews

# Our Commitment

We will continue to focus on measures that:



Enable and empower employees to build successful careers



Attract more women into the business



Retain women returning to work after maternity leave



Develop our female talent into senior leadership roles

This will ensure that our promote-from-within policy will over time create a diverse and balanced workforce at all levels of the business.

Enterprise is a vibrant community that embraces the personal and professional goals of its employees. Our longstanding focus on the development of women has resulted in Enterprise being named as one of The Times Top 50 Employers for Women for 18 consecutive years.

We continue to work closely with Business in the Community's gender equality campaign and I serve on the BITC national gender equality leadership team.

We know that our business is best when we have diversity across all levels and represented through our leadership. Our current global CEO and her predecessor are both women, demonstrating that the automotive and transport industry is a place where women can have terrific careers.



**Leigh Lafever-Ayer**  
VP of Human Resources,  
Enterprise Rent-A-Car UK & Ireland



For additional information on Enterprise's gender pay reporting, please contact [Leigh Lafever-Ayer](#).