

2021

Enterprise Rent-A-Car

Gender Pay Gap Report





Summary

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

This is our fifth 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 gender-balanced workforce.

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

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2022

“

Once again, our inclusion as one of the Times Top 50 Employers for Women, now for 17 consecutive years, shows that our focus on creating a gender-inclusive and balanced workplace delivers results and makes Enterprise a great place to work for all our people. ”

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



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 1.1%.



Mean



The mean hourly pay gap within daily rental is 8.3%.

Gender Pay



Median GPG 9.5%



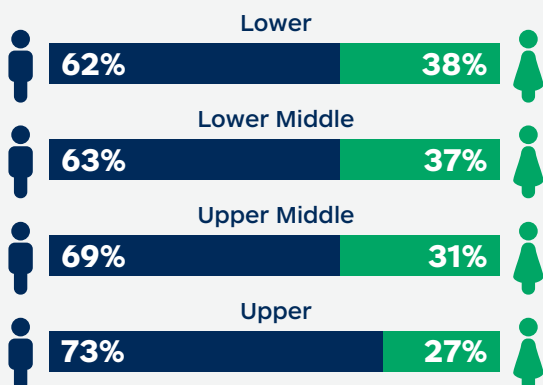
The median is the **middle earning** male and female employee. It is less likely to be skewed by high or low extremes.

Mean GPG 28.1%



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: **2021** → **53%**

The Mean bonus pay gap: **2021** → **58%**

Our Journey

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

Over the past 12 months during a time of global change, we have doubled down on measures to create an inclusive and supportive environment where women can grow and develop their 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:

- ✔ Appointment of a Chief Diversity Officer to drive 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 leave and returning to work
- ✔ Collaborating with partner organisations like Business in the Community and the Automotive 30% Club 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
- ✔ Line managers are assessed on their DE&I results as part of personal performance reviews

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

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 17 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.

Our current and previous global CEOs have been women and we know that the automotive and transport industry is a place where women can have terrific careers.



WINNER
ORGANISATION
OF THE YEAR
2021

UK
Social
Mobility
Awards



WINNER
PROGRESSION
PROGRAMME
OF THE YEAR
2021

UK
Social
Mobility
Awards



PRIDE
CHAMPION
2021 SILBER



THE TIMES
TOP 100
GRADUATE EMPLOYERS



THE TIMES
TOP 50
EMPLOYERS FOR
WOMEN
2021
In partnership with
The Pricer's
Responsible
Business Network



gradireland
DIVERSITY
RECRUITMENT
AWARD
SILVER
The gradireland diversity recruitment award

★ RATEMYPLACEMENT



2021 - 2022
Top 100
Undergraduate
Employers

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](#).