

2022

Enterprise Rent-A-Car Ireland

Gender Pay Gap Report



Summary

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

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

This is our first gender pay gap report in Ireland and has been published in line with the government's new reporting legislation.

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

“

A diverse and inclusive workforce is fundamental to the success of our business. We are committed to achieving gender parity and will continue to focus on supporting and developing women through all stages of their careers

”

Brendan Grieve
Vice President/General Manager
Enterprise Rent-A-Car Ireland



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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 0%.



Mean



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

Gender Pay

Our Bonuses



The Median bonus pay gap: **2022** → **45.5%**

The Mean bonus pay gap: **2022** → **65.5%**

Benefit in Kind



Median GPG 27.0%



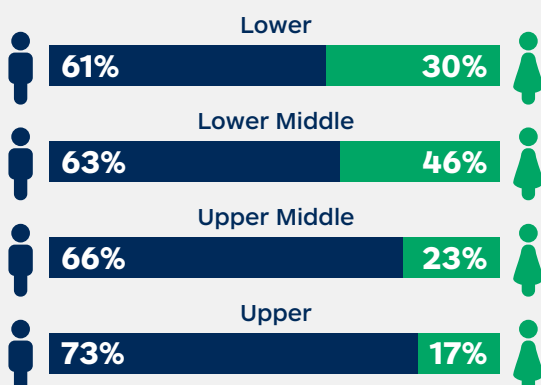
The median is the **middle earning** male and female employee. It is less likely to be skewed by high or low extremes.

Mean GPG 26.0%



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.

Pay Gap

Median pay gap (part time only) → **-87.7%**

Mean pay gap (part time only) → **-62.8%**

Median pay gap (temporary only) → **-1.1%**

Mean pay gap (temporary only) → **9.6%**

Gender Pay



What are the reasons behind the gender pay gap?

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

We are continuing to address the gender pay gap in our workforce and have recently introduced a number of policies to mitigate these gaps both now and in the future. Our company is built on a legacy of strong retention and promoting from within. This means that it takes time for our demographics to change as employees progress through the business. It also means that we have more male employees in senior roles because they began their careers when there was an historical over-representation of men in entry level roles.

We have a host of measures in place to address our gender pay gap caused by historical hiring practices. Over recent years Enterprise Ireland has introduced initiatives to hire more female employees at the start of their careers and to place more emphasis on career development and progression into management roles.

This year, we expanded our Flex-E-Rent business through the acquisition of Walker Vehicle Rentals, which brought in fresh business capabilities and innovation. Our gender pay gap data can be affected by growth through acquisition, where the acquired business has a greater representation of male employees across all levels. We are working to address the gender pay gap in areas of the business that have been affected by growth.



Our Journey

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.

We have:

- ✓ 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
- ✓ DEI questions are now a part of all manager interviews



- ✓ 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

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 Ireland has introduced initiatives to hire female employees at the start of their careers and has placed more emphasis on career development and progression into management roles.

Our aim is to support women at all stages of their careers and this includes through mentoring schemes, relocation and career progression programmes, bespoke training, flexible working arrangements and more.

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.



Leslee O'Loughlin
Group Human Resources Manager,
Republic of Ireland

For additional information on Enterprise's gender pay reporting, please contact Leslee.Oloughlin@ehi.com.