

# Enterprise Rent-A-Car Ireland

## Gender Pay Gap Report 2022

### What are our gender pay gap figures for 2022?

(Figures as of 30 June 2022)

<b>Mean pay gap (all employees)</b>	27.0%
<b>Median pay gap (all employees)</b>	26.0%
<b>Mean pay gap (part time only)</b>	-62.8%
<b>Median pay gap (part time only)</b>	-87.7%
<b>Mean pay gap (temporary only)</b>	9.6%
<b>Median pay gap (temporary only)</b>	-1.1%
<b>Mean bonus gap</b>	65.5%
<b>Median bonus gap</b>	45.5%
<b>Proportion of M / F that received a bonus</b>	51.0% / 65.1%
<b>Proportion of M / F that received a BIK</b>	34.1% / 33.7%
<b>Lower quartile ( F%)</b>	29.6%
<b>Lower mid quartile ( F%)</b>	45.7%
<b>Upper mid quartile ( F%)</b>	22.9%
<b>Upper quartile ( F%)</b>	16.9%

### What are the reasons behind the gender pay gap?

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

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

We continue to strengthen our policies and practices to support female employees as they progress in their careers at Enterprise. Some of this work has included:

- Creating comprehensive flexible working policies to support working parents
- Introducing a 'Women in Rental Leadership Development' programme
- Developing internal mentoring, sponsorship and networking opportunities for female employees
- Offering a Domestic Relocation programme to support progression opportunities for female managers across the country.
- Hiring more female employees into the business.
- Focusing on the career development of female employees. We have increased the number of female senior managers by 67 percent.

A more detailed Gender Pay Gap report will be published on this website next year. Please check back for more information and further analysis.