

ERAC Ireland Limited (“Enterprise Rent-A-Car Ireland”) Gender Pay Gap Report 2023

Introduction

Gender pay gap reporting is an opportunity for us to examine internal practices to work toward a more gender-balanced workforce. At Enterprise Rent-A-Car Ireland, we are striving to build an inclusive workplace where everyone has equal opportunities to progress their career.

The gender pay gap and pay equity are distinct measures. Pay equity concerns fair payment of individuals of all genders and backgrounds within the same job type. In contrast, the gender pay gap compares the earnings of men and women using company-wide averages, without taking job roles or responsibilities into account.

At Enterprise Rent-A-Car Ireland, we experience a gender pay gap that is influenced by various factors such as the proportion of men and women in senior positions, recent acquisitions and remuneration factors.

We are working toward narrowing the gender pay gap across all roles, leadership levels and regions within Ireland, as well as establishing fair compensation practices as part of our dedication to Diversity, Equity and Inclusion (DEI).

2023 Gender Pay Gap Data

As part of our gender pay gap reporting, Enterprise Rent-A-Car Ireland works with an independent third-party to build and run statistical models to assess differences in total compensation based on gender. We’ve provided data to that independent third-party for all our Ireland-based employees as of 30th June 2023 and considered all relevant earnings for these employees in the preceding 12 months.

The methodology for collecting gender pay gap data involved analysing the pay of full-time, part-time and temporary employees in accordance with government guidelines by categorising them into quartiles based on their pay rate and calculating the mean and median pay gap between men and women for each quartile, including bonuses and those receiving benefits-in-kind (BIK).

The data and analysis showed a gap in the average earnings of our employees as indicated below.

Statistic	2022	2023
Mean pay gap	27.0%	23.9%
Median pay gap	26.0%	6.9%
Mean pay gap (part time employees only)	-62.8%	-50.9%

Median pay gap (part time employees only)	-87.7%	-53.3%
Mean pay gap (temporary employees only)	9.6%	0.5%
Median pay gap (temporary employees only)	-1.1%	0.3%
Mean bonus gap	65.5%	59.4%
Median bonus gap	45.5%	38.3%
Proportion of men that received bonus	51.0%	58.0%
Proportion of women that received bonus	65.1%	69.8%
Proportion of men that received BIK	34.1%	42.8%
Proportion of women that received BIK	33.7%	35.3%
Lower quartile (percentage women)	29.6%	34.4%
Lower-mid quartile (percentage women)	45.7%	37.1%
Upper-mid quartile (percentage women)	22.9%	32.6%
Upper quartile (percentage women)	16.9%	25.6%

(Figures as of 30 June 2023)

Forward Focus

Enterprise Rent-A-Car Ireland recognises the importance of closing the gender pay gap to help ensure that all employees are valued equally.

During this reporting period, we have identified some areas of improvement in our pay gap, primarily due to a business acquisition. The promotion of females within the business helped increase mean/median pay for women and reduce the gender pay gap.

In April 2022, Enterprise Rent-A-Car Ireland's Flex-E-Rent business expanded through the acquisition of Walker Vehicle Rentals, which brought in fresh business capabilities and innovation, but with a majority male workforce. This year, we promoted a senior female manager at Enterprise Flex-E-Rent in Ireland which helped address the gender pay gap in that business.

Employee retention is important to the business, and Enterprise Rent-A-Car Ireland supports employee development by promoting from within whenever practicable. As an organisation, we acknowledge that a historical over-representation of men within the organisation has resulted in slower demographic changes as employees advance through the business.

Enterprise Rent-A-Car Ireland is working to strengthen the policies, practices and initiatives that promote DEI and help increase the number of women in management roles to mitigate gender pay gaps both now and in the future.

Over recent years, Enterprise Rent-A-Car Ireland has strived to hire more women as well as place more emphasis on career development and support the progression into management roles for female employees as demonstrated below.

For example, Enterprise Rent-A-Car Ireland has:

- Created flexible working policies to support working parents
- Continued to run a Women in Rental Leadership Development Programme to help more women progress in their careers
- Developed internal mentoring, sponsorship and networking opportunities for female employees
- Provided a Domestic Relocation Programme to support progression opportunities for female managers across the country. In FY23, 48% of the relocation beneficiaries were females, increasing our females in managerial roles across the Republic of Ireland
- Achieved 41% professional female hires into the business in FY23
- Achieved 57% senior female operating managers (Area Rental Managers) in FY23, including the first senior female manager promoted at Enterprise Flex-E-Rent in Ireland
- Increased the number of female Branch and Assistant Managers by 144% from August 2021 to August 2023

Addressing the gender pay gap is an important part of creating a fair and equal workplace for all employees, and we support the country-wide commitment to equality and transparency in Ireland.