



2023 Gender Pay Gap Report

Hertz

Introduction

At Hertz European Service Centre, we remain committed to employing a diverse and inclusive team and to adhering to the principles of equal opportunities and fair and equitable treatment for all.

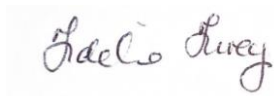
The Hertz Europe Service Centre Leadership team welcomes the introduction of the Gender Pay Gap Reporting in Ireland. We view this as a positive tool to further review where we are as an organisation and to focus on our gender pay gap enabling us to attract, retain and develop a more diverse workforce, enriching the organisation with a wider variety of ideas, knowledge, and talent to build on for the future and to represent the communities and customers that we exist to serve.

Having been through an incredibly tough and unprecedented period during which our parent company needed to fight for survival, and more recently through a period of restructuring in HESC, we know we have more work to do to build a workplace where inclusion and equity are embedded in everything we do.

It is incumbent upon all of us to champion diversity and to enable a workplace where everyone can bring their best and thrive. We look forward to creating further great initiatives in the coming year.

The figures submitted have been calculated using the standard methodologies required by the Gender Pay Gap Information Act 2021.

I confirm that the calculations and the data provided for the Hertz Europe Service Centre employee base are accurate and in line with the above reporting regulations.



Fidelma Furey

Director Human Resources HESC

Gender Pay Gap in Ireland

In May 2022, the Irish Government signed into law a new set of regulations that require all organizations with at least 250 Ireland-based employees to analyse and publish their gender pay gap on an annual basis beginning in 2022.

Hertz Europe Service Centre (HESC) has 423 employees in total (as at 30th June 2023) and as such is subject to these new requirements. This regulation is not unique to Ireland and similar requirements are in place across an increasing number of countries around the world.

Understanding the Gender Pay Gap

The data relates to the Hertz Europe Service Centre (HESC) in Ireland which accounts for a total of 423 employees. It includes a variety of roles in the areas of Customer Care, Technology, Finance, Facilities, Health & Safety, Procurement and Human Resources.

The calculations are based on combined pay data at the “snapshot” date of 30th June 2023 and any bonuses paid over the 12 months prior, in line with gender pay gap regulations.

Understanding the difference between Equal Pay and Gender Pay

The gender pay gap is not the same as equal pay. As such, this report is not about equal pay for equal work. The pay gap is the difference between what male and female employees are paid at all levels, measured by calculating the mean and median earnings of male and female employees.

Equal pay measures whether male and female employees are being paid equally for similar work and experience.

This report provides details of the pay distribution between men and women across our Irish workforce. The figures represent the difference between the pay (median and mean) of all male and female employees, irrespective of their role or seniority within the organisation, at the snapshot date June 30th, 2023.

	Hertz Europe Service Centre
Total (Female & Male)	423
Total Males	203
Total Females	220

What we are required to report

Under the requirements of the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022, we must report on the following:

- Mean and median hourly remuneration gap between relevant male and female Employees.
- Mean and median hourly remuneration gap between relevant male and female part-time Employees.
- Mean and median hourly remuneration gap between relevant male and female employees on temporary contracts.
- Mean and median bonus remuneration gap between relevant male and female Employees.
- Percentage of relevant male and female employees receiving a bonus.
- Percentage of relevant male and female employees receiving a benefit in kind.
- Percentage of male and female relevant employees falling into each quartile pay band.



Interpreting the Gender Pay Gap Data - Mean and Median

The **Mean** is the average of the total of all hourly rates/bonus payments for men and women within each workforce.

The **Median** is the mid-point of hourly pay rates/bonus payments when listed in order.

Percentages

Throughout the report we use percentages to illustrate the gap between men and women's pay.

A positive % indicates that the pay gap is in favour of men.

A negative % indicates that the pay gap is in favour of women.

Our Results: Gender Pay, Bonuses & Benefit in Kind

Gender Pay

	Hertz Europe Service Centre	
	Mean Pay Gap	Median Pay Gap
All employees	20.5%	21%
Part-time employees only	-11%	-11%
Temporary employees only	38%	28%

Bonus & Benefit in Kind

	Hertz Europe Service Centre	
	Male	Female
Proportion receiving a Bonus	85%	93%
Proportion receiving a Benefit in Kind	39%	41%

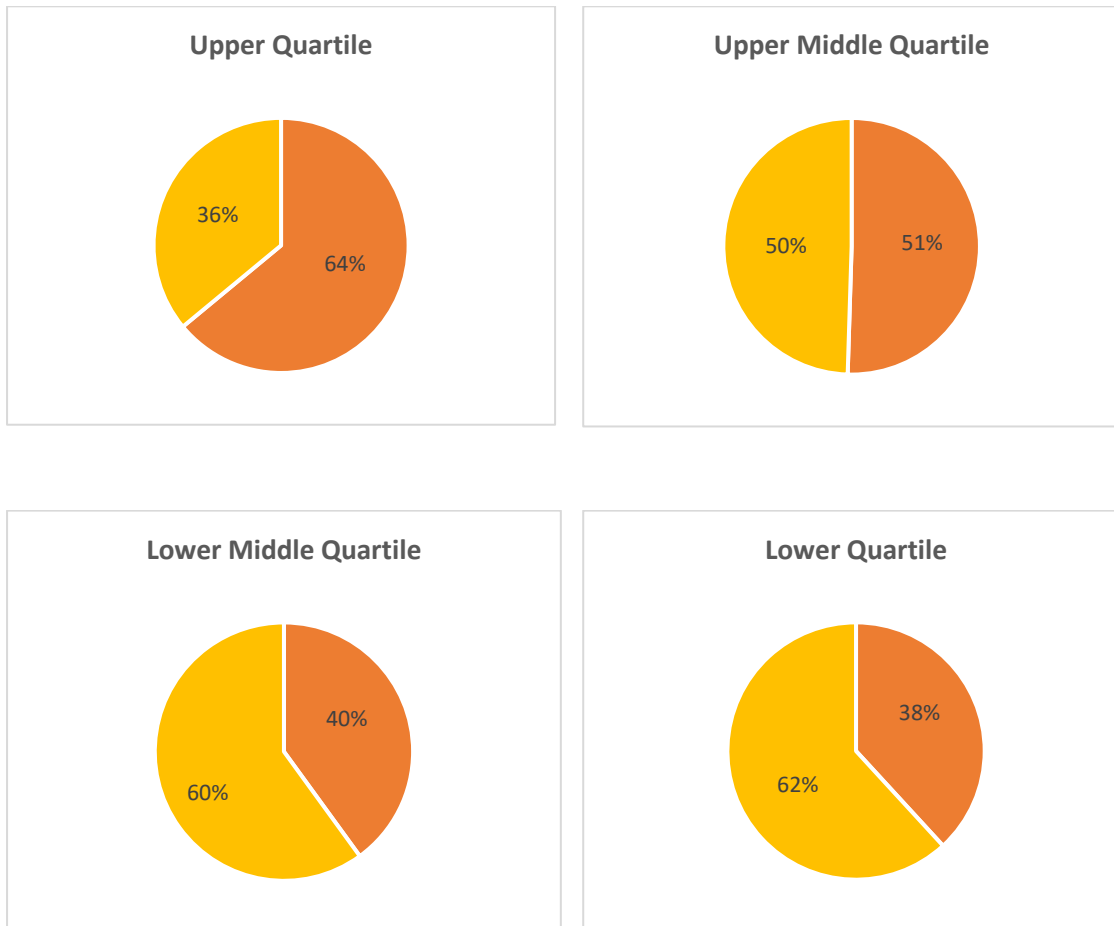
Bonus Pay Gap

	Hertz Europe Service Centre	
	Mean Bonus Gap	Median Bonus Gap
Bonus Pay Gap	17%	20%

Our Results: Pay Quartiles

Pay Quartiles are calculated by equally dividing men and women across four pay quartiles. Each quartile provides an indication of the representation of women at different levels of the organisation.

Hertz Europe Service Centre



Key:

■ % of Male ■ % of Female

Understanding our Gender Pay Gap results

52% of the HESC workforce is female with 11% of our female population working part time compared to 2% of males in part time roles.

The results of the gender pay gap analysis show a gap in favour of male employees for our hourly pay calculations for both permanent and temporary staff and our bonus payments.

Within the part-time employee group, there is a gender pay gap in favour of female employees.

93% of women and 86% of men received a bonus in 2023.

41% of women received a Benefit in Kind compared to 39% of men.

There are several factors that we believe will be contributing to these results:

- **Seniority:** a higher proportion of our most senior positions are currently occupied by males in the upper quartile. This is one of the main reasons for our reported gender pay and bonus pay gap in both our entities. We are committed to developing our leadership pipeline to close this gap over the coming years. We can report that since June 2023, 8 females have been promoted to leadership roles. 6 to manager positions and 2 to director level roles.
- **Role specialization:** We continue to have experience challenges in recruiting and engaging females into employment across some of our technical areas. Nationally there is a significant gender gap in STEM at both college and workforce levels. Hertz moving forward will continue to work with partners in the ICT sector to build on STEM initiatives. In 2023, we have participated in a STEM event for Female graduates. In quarter four, we have commenced the design of an Early Careers Programme which will include a graduate and internship programme as well as an Apprenticeship programme to attract candidates from a diverse talent pool. We are delighted to note that as a result of our focussed efforts in the area of Talent Acquisition, 35% of the 2023 hires in the Technology function were Female. By comparison in 2022, 20% of the new hires in Technology were female.
- **Part-Time employees:** At Hertz Europe Service Centre Limited, 11% of all female employees work part-time, whereas only 2% of male employees work part-time. Whilst this does not affect the hourly gender pay gap, where both working hours and pay are taken into consideration, part-time employees typically receive lower bonuses as their bonuses are prorated to reflect the hours worked, which is not taken into consideration in the bonus gap calculations, and this, therefore, will have an impact on our gender bonus gap.
- **Benefit in Kind:** HESC have a strong benefits' offering with opportunity for employees with over 5 years' service to opt in for healthcare insurance. Not all eligible employees have opted in to receive the healthcare offering and a further percentage are still under 5 years' service, which is why not all employees receive a benefit-in-kind.

Measures to reduce our Gender Pay Gaps

Creating meaningful, long-term change takes time. We are committed to narrowing these gaps as soon as possible, however, we know we cannot eliminate the gender pay gap overnight.

We believe our core strength lies in our ability to embrace differences and create opportunities for all employees, customers, owners and franchisees, and suppliers. A diverse body of talent with fresh ideas and perspectives is one of the essential ingredients to a company's long-term success.

What does Diversity mean to us?

We are proud to have a diverse workforce that represents the communities where we operate and the customers we serve. We are committed to an inclusive workplace around the globe that champions equality, values different backgrounds and celebrates individuality. At Hertz, we believe diversity is power. When we welcome and empower each other to show up at work as our true selves, the results are amazing.

In Q1 2024, we plan to follow our corporate initiative and introduce Employee Resource Groups (ERGs) to our organisation in Ireland. Our Employee Resource Groups (ERGs) offer the opportunity for diverse employee groups and their allies to come together and shape a culture of inclusion. ERGs are employee-led, voluntary groups that support networking opportunities, business growth, career development, mentoring, community involvement and cultural awareness and serve as a resource for our team by fostering a diverse, inclusive workplace aligned with Hertz Global's mission, values, goals, business practices, and objectives.

Looking Ahead to the Future

We know that creating meaningful change takes time and this is a long-term commitment for our company and our leadership team. The Hertz Europe Service Centre team are committed to improving our results and this will be a standing topic for review in our leadership meetings moving into 2024.

