



**Hertz Europe Service Centre Ireland
2024 Gender Pay Gap Report**



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 a period of restructuring in HESC, we know we have more work to do reduce our overall Gender Pay Gap and 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.

HESC Leadership Team

18th December 2024



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 437 employees in total (on 30th June 2024) 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 437 employees. It includes a variety of roles in the areas of Customer Care, Technology, Finance, Facilities, Health & Safety, Procurement, Insurance and Human Resources.

The calculations are based on combined pay data at the “snapshot” date of 30th June 2024 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 gender pay gap is the difference in the average hourly wage of male and female employees at all levels across a workforce. The pay gap is 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 Gender Pay Gap report provides details of the pay distribution between men and women across our workforce in Ireland. 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, 2024.

On the snapshot date, the organisation has 414 fulltime and 23 part time employees.

Of this number, 18 are on leave as follows; 2 employees are on Career break, 6 on Maternity Leave, 2 on Unpaid Maternity Leave, 5 employees on Long Term Sick Leave, 1 on Carers Leave, 1 on Parental leave block and 1 on Parents Leave.

Hertz Europe Service Centre	
Total Employees (Female & Male)	437
Total Male	208
Total Female	229

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 as defined by the legislation.

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, Bonus & Benefit in Kind, Bonus Pay Gap

Gender Pay

	Hertz Europe Service Centre	
	Mean Pay Gap	Median Pay Gap
All employees	31.9%	32.5%
Part-time employees only	8.4%	7.4%
Temporary employees only	39.3%	35.3%

Bonus & Benefit in Kind

	Hertz Europe Service Centre	
	Male	Female
Proportion receiving a Bonus	96%	96%
Proportion receiving a Benefit in Kind	50%	48%

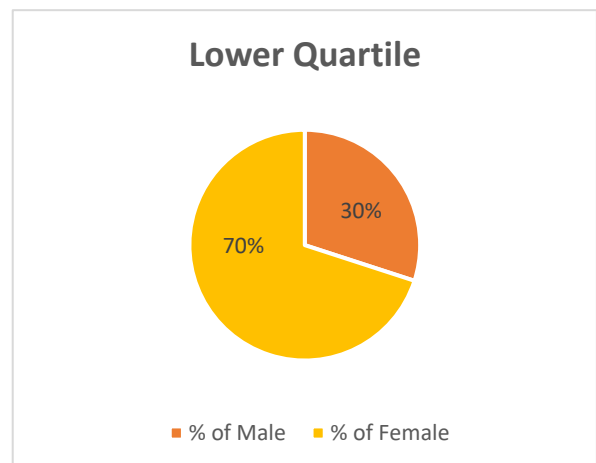
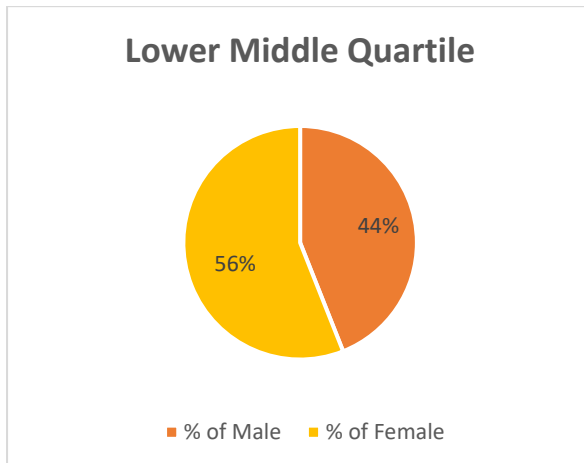
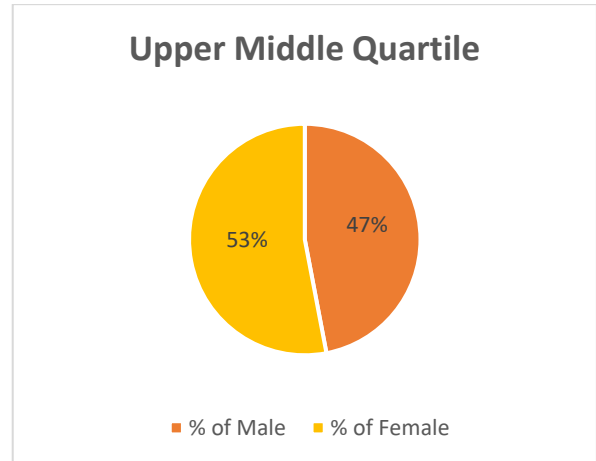
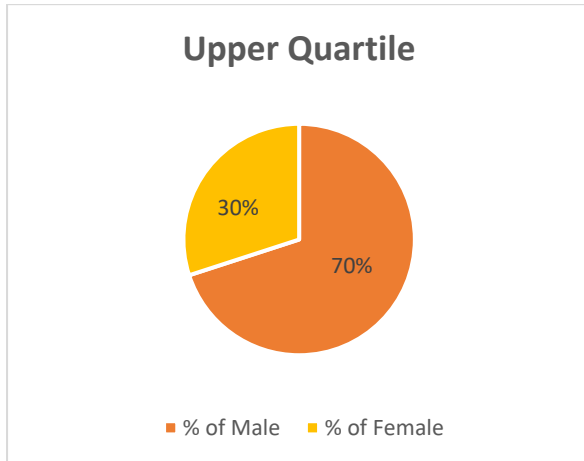
Bonus Pay Gap

	Hertz Europe Service Centre	
	Mean Bonus Gap	Median Bonus Gap
Bonus Pay Gap	26.9%	17.9%

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 HESC organisation.

Hertz Europe Service Centre



Understanding our Gender Pay Gap results

The results of the Gender Pay Gap analysis show a gap in favour of male employees for our hourly pay calculations for both permanent, part-time and temporary staff and our bonus payments.

Employee Pay Gap

We have seen an increase in our pay gap since last year. There are several factors that we believe will be contributing to these results:

Senior/Leadership roles: a higher proportion of our most senior positions are currently occupied by males. Females outnumber males in lower-paid and entry-level roles (70% versus 30%), but that percentage is reversed higher up the pay grades, with males accounting for 70% among the top 25% of earners. We are committed to developing our leadership pipeline to close this gap over the coming years. We can report that since 1 July 2024, we have had one senior level management vacancy in HESC which has been filled by a female applicant.

Role specialization: We continue to have challenges in recruiting and engaging females into employment across some of our technical areas. Only 24% of our Tech team have identified as female. Nationally there is a significant gender gap in STEM at both college and workforce levels. Hertz moving forward will continue to partner with the ICT sector to build on STEM initiatives such as STEM events for Female graduates and further develop relationships with universities and colleges. We have also partnered with Junior Achievement Ireland which facilitates engagement with students at primary and second level to educate on the importance of STEM and encourage consideration of STEM careers. We have designed 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.

Restructuring: We have considerable restructuring within the Customer Care and Tech team during this reference period. New hiring was limited as a result. Only 17% of tech team members hired during the reference period were female.

Part-Time Pay Gap

The part time mean and median pay gaps are in favour of male employees. At Hertz Europe Service Centre Limited, 5.3% of our total headcount are contracted to work part time. This equates to 9.5% of the female population and 0.5% male. Within the part time category, 96% of the population is female. We have an 8.4% gap in favour of male employees in the part time category. This gap has been impacted by Statutory leave and Long-Term Sick leave (for the full reference period).

Bonus Gap

Equal proportions of men and women received bonus. The data however shows a bonus gap in favour of male employees in this category. 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. The calculation for the bonus gap does not account for those who may work part of a year and in turn receive a part year reflective bonus amount. This also includes for example mid-year joiners, or those on any type of extended leave (for example unpaid leave, career break or family related leave such as parental or maternity) which may be impacting our number to some degree.

Benefit in Kind

HESC have a strong benefits' offering with opportunity for employees with over 5 years' service to opt in for healthcare insurance. The results show an equal proportion of men and women received benefits 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.

To support progress in addressing our Gender Pay Gap, we will:

- Engage Leadership: Ensure that our leadership team is committed to addressing the gender pay gap and holds themselves accountable for progress.
- Regular Monitoring: Monitor initiatives and progress towards GPG goals and adjust strategies as needed.
- Review Talent Acquisition and Promotion Practices.
- Mentorship Programs: Establish mentorship programs to support the career advancement of women within our company.
- Training and Development: Invest in leadership training and professional development programs targeted at women.

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 2025, 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 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 2025.

