

### OUR ONGOING COMMITMENT

We will continually review our company practices, policies and procedures to ensure our roles in every department are attractive to all.

We are committed to employing a diverse and inclusive team, and also committed to the principle of equal opportunities and treatment for all employees.

The figures submitted have been calculated using the standard methodologies required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm that the calculations and the data provided for Hertz UK are accurate and in line with the above reporting regulations.



Richard Davies  
UK Country Manager



Sam Sheffield  
UK HR Business Partner

Hertz UK cannot guarantee the accuracy of any information presented after the date of publication.  
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### GENDER PAY & BONUS GAP

This shows the difference between the mean hourly rate of pay between men and women (full pay equivalent).



Women's mean hourly rate is 4.6% higher than men's hourly rate

Women's median hourly rate is 18.5% higher than men's hourly rate

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### PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS IN 2018

This shows that more women received a bonus in this period than men.



51%



37%

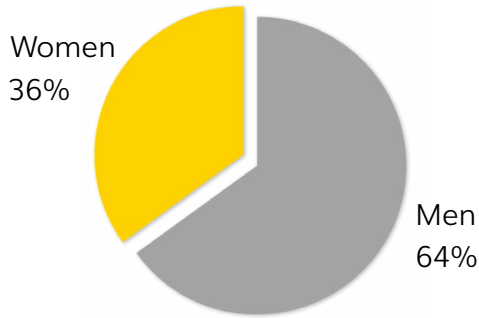
Men's mean Bonus Pay is 41.1% higher than women's

Men's median Bonus Pay is 8.8% higher than women's

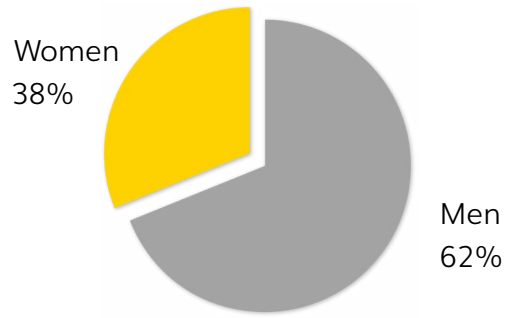
## PAY QUARTILES

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of the representation of women at different levels of the organisation.

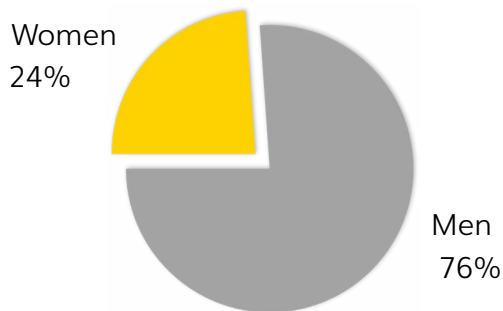
**Top Quartile**  
(Highest Paid)



**Upper Middle Quartile**



**Lower Middle Quartile**



**Lower Quartile**  
(Lowest Paid)

