

**Hertz is committed to paying people equally and fairly for the job that they hold, irrespective of their gender.**

The following report will detail:

- The mean and median gender pay gaps in hourly pay
- The mean and median gender pay gaps in bonus pay
- The proportion of male and female employees who received bonuses
- The proportion of male and female employees in each pay quartile



### 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 1.3% higher than men's hourly rate

Women's median hourly rate is 4.3% higher than men's hourly rate

### PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS IN 2017

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



77.02%



62.52%

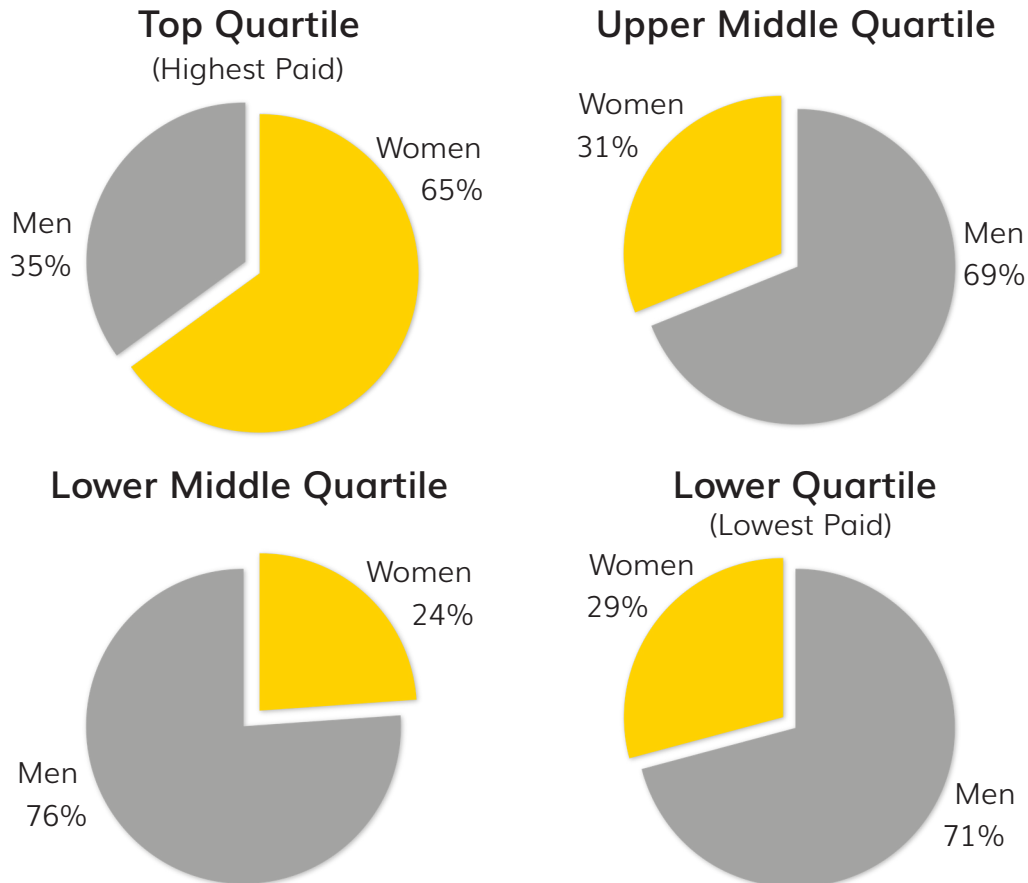
Women's mean Bonus Pay is 8.7% high than men's

Women's median Bonus Pay is 8.3% higher than men'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.



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## 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

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