



2020 Gender Pay Gap Report

Hertz[®]

Message from Bobby Chatterjee

We are committed to employing a diverse and inclusive team and to the principles of equal opportunities and fair and equitable treatment for all.

Keeping the focus on our gender pay gap allows us to attract, retain and develop a diverse workforce, tapping into a wide spectrum of ideas, knowledge and talent to build on for the future.

There is much, much more we can and will do to champion diversity and inclusion in the workplace and I look forward to supporting this and other great initiatives as we move forward.

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

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

Bobby Chatterjee

Senior HR Director, Hertz UK

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Understanding the Gender Pay Gap

The data is combined of the UK Rent-A-Car, Headquarters and Hertz Accident Support workforce which accounts for over 365 employees (excluding c. 800 employees on furlough at the snapshot reporting date) and includes a variety of roles ranging from Customer Service and Claims Administration, to Maintenance and Sales, to Finance, Human Resources and Marketing.

We have noted that the removal of all furloughed staff from the submission has skewed comparisons for the 2020 reporting period, resulting in a pay gap that is less favourable for women, and we recommend the report is read within this context.

The calculations are based on pay data at the “snapshot” date of 5th April 2020 and bonuses paid over the 12 months prior, in line with gender pay gap regulations.

Interpreting the Gender Pay Gap Data - Mean and Median

The **Mean** is the average of the total of all hourly rates for men and women within the UK workforce.

The **Median** is the mid-point of hourly rates 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

GENDER PAY GAP DATA

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



Women's mean hourly rate is **15.2 % less** favourable than men's hourly rate.

Women's median hourly rate is **7.9% less** favourable than men's hourly rate.

Proportions of Male and Female Employees receiving a bonus in 12-month period up to 5 April 2020

This shows that 34.5% of men and 26.5% of women received a bonus in 2020.



26.5%



34.5%

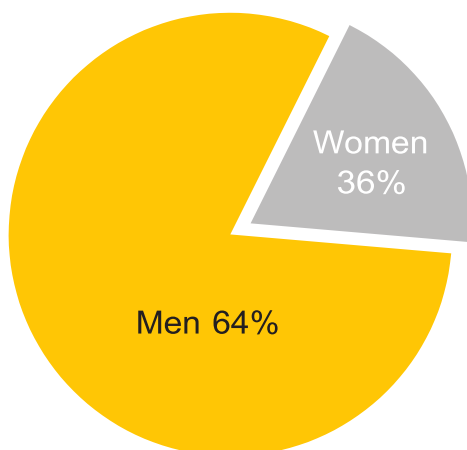
Women's mean bonus pay remains more favourable at **-17.4%** compared to men's mean bonus pay.

Women's median bonus pay remains more favourable at **-15.8%** compared to men's median bonus pay.

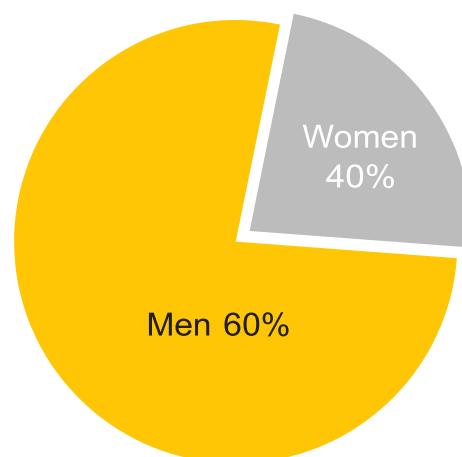
Our Results: Pay Quartiles

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.

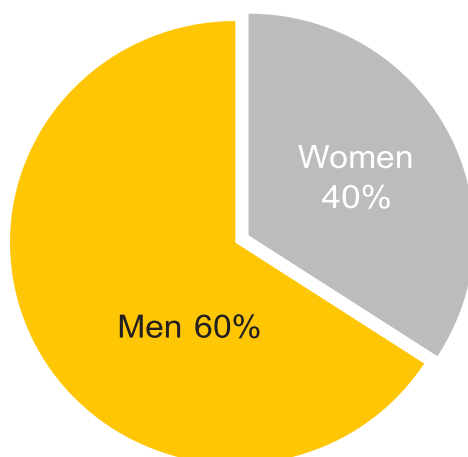
Top Quartile
(Highest Paid)



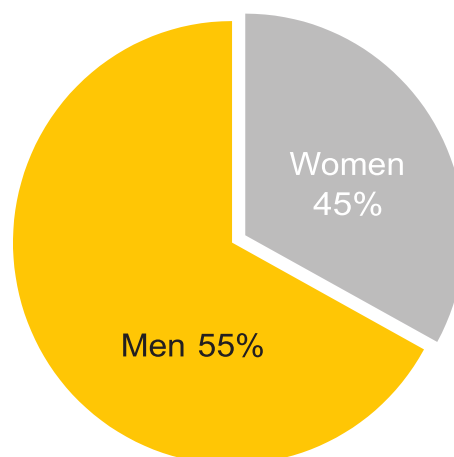
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile
(Lowest Paid)



Diversity and Inclusion

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?

Diversity is at the heart of our business. It's a way of thinking. It's an assortment of different thoughts, beliefs, and ways of living. We believe in equality for everyone, regardless of race, age, gender, gender identity, ethnicity, religion, or sexual orientation.

We are proud to be the only true global car rental company, providing quality car rental service for over 100 years.



Hertz UK cannot guarantee the accuracy of any information presented after the date of publication. October 2021