

ERAC Ireland Limited (“Enterprise Rent-A-Car Ireland”) Gender Pay Gap Report 2023-2024

Introduction

At Enterprise Rent-A-Car Ireland, we are striving to build an inclusive workplace where everyone has equal opportunities to progress their career. Gender pay gap reporting helps us to examine internal practices and work toward a more gender-balanced workforce.

This gender pay gap report, which is required by the government, compares the earnings of men and women using company-wide averages, without taking job roles or responsibilities into account.

Employee retention is important to the business, and Enterprise Rent-A-Car Ireland supports employee development by promoting from within whenever practicable. As an organisation, we acknowledge that this approach to employee development, coupled with our historical demographics of recruitment has influenced the data provided in this report.

2024 Gender Pay Gap Data

Enterprise Rent-A-Car Ireland works with an independent third-party to build and run statistical models to assess differences in total compensation based on gender. We’ve provided data to that independent third-party for all Ireland-based employees as of 30th June 2024, and considered all relevant earnings for these employees in the preceding 12 months.

The methodology for collecting gender pay gap data involved analysing the pay of full-time, part-time, and temporary employees in accordance with government guidelines.

Statistic	2022	2023	2024
Mean pay gap	27.0%	23.9%	18.1%
Median pay gap	26.0%	6.9%	5.2%
Mean pay gap (part time employees only)	-62.8%	-50.9%	-38.3%
Median pay gap (part time employees only)	-87.7%	-53.3%	-26.2%
Mean pay gap (temporary employees only)	9.6%	0.5%	1.2%
Median pay gap (temporary employees only)	-1.1%	0.3%	0.6%
Mean bonus gap	65.5%	59.4%	40.9%
Median bonus gap	45.5%	38.3%	-53.4%
Proportion of men that received bonus	51.0%	58.0%	63.4%
Proportion of women that received bonus	65.1%	69.8%	64.4%
Proportion of men that received BIK	34.1%	42.8%	33.7%
Proportion of women that received BIK	33.7%	35.3%	32.6%
Lower quartile (percentage women)	29.6%	34.4%	29.1%
Lower-mid quartile (percentage women)	45.7%	37.1%	44.1%
Upper-mid quartile (percentage women)	22.9%	32.6%	27.5%
Upper quartile (percentage women)	16.9%	25.6%	31.1%

(Figures as of 30 June 2024)

Forward Focus and Outcomes from 2023-2024

Enterprise Rent-A-Car Ireland recognises the importance of implementing strategic initiatives to continue reducing the gender pay gap.

In April 2022, Enterprise Rent-A-Car Ireland's Flex-E-Rent business expanded through the acquisition of Walker Vehicle Rentals, which brought in fresh business capabilities and innovation, but with a majority male workforce. During this reporting period, we have identified some areas of improvement in our pay gap. Recent promotions of women within the business helped increase mean and median pay for women and reduce the gender pay gap.

For example, at Enterprise Rent-A-Car Ireland:

- 43% of all professional hires in Fiscal Year 2024 (FY24 – August 1, 2023, to July 31, 2024) were female.
- 50% of senior operating managers in our Daily Rental and Flex-E-Rent businesses in FY24 were female.
- 38% of Branch and Assistant Managers in our Daily Rental operations in FY24 were female.
- A comprehensive two-day Management & Leadership Development Course for Branch Managers was introduced, where 47% of the attendees from Ireland were women.
- Our domestic relocation programme for promotional opportunities was provided to support managers' career advancement across the country; 28% of those who used the programme in FY24 were women.
- Employees received ongoing support in the workplace, including flexible working policies for parents, working parents' coaching, and manager training on parental leave and menopause support.
- The Women in Rental Leadership Development Programme continued, helping more women to progress in their careers.
- We proactively strived to attract more female applicants to our internship, apprenticeship, and graduate programmes at school and university career fairs in Ireland.

Enterprise Rent-A-Car Ireland is committed to maintaining a fair and equitable workplace for all employees and supports Ireland's country-wide commitment to equality and transparency. The focus remains on more comprehensive measures to ensure fairness and equality across all roles and categories.